

Real Estate Workforce Development Survey

Overall Quantitative Results/
Selected Comments from
660 respondents of ~ 1150
addressees
June 2002

Opening Comment

- “xxx.”

Outline of Presentation

XX

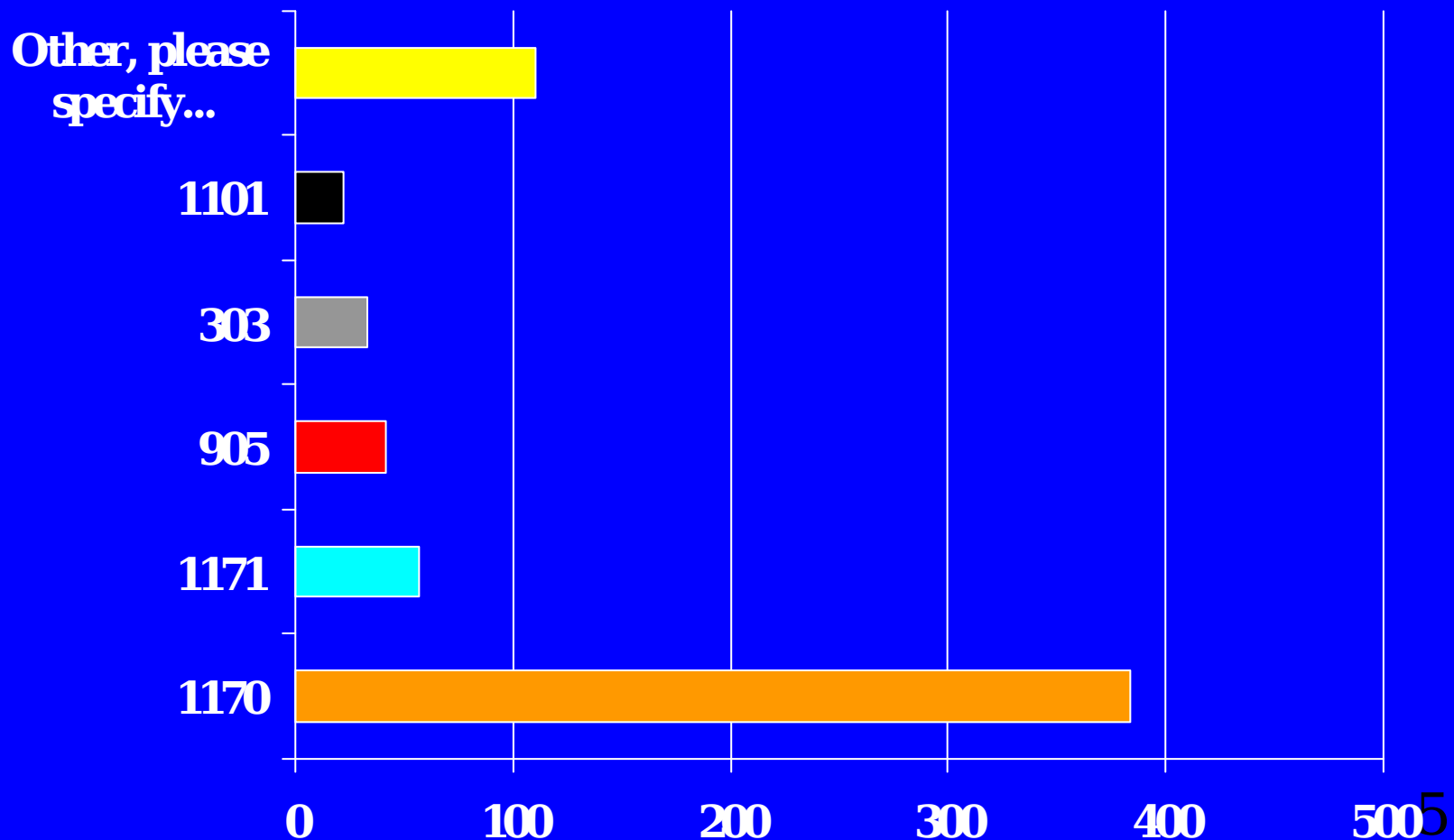
- Respondents Sample
- Differential Responses
- Other Observations & Quotes (throughout)
- Conclusions

Summary of Respondents

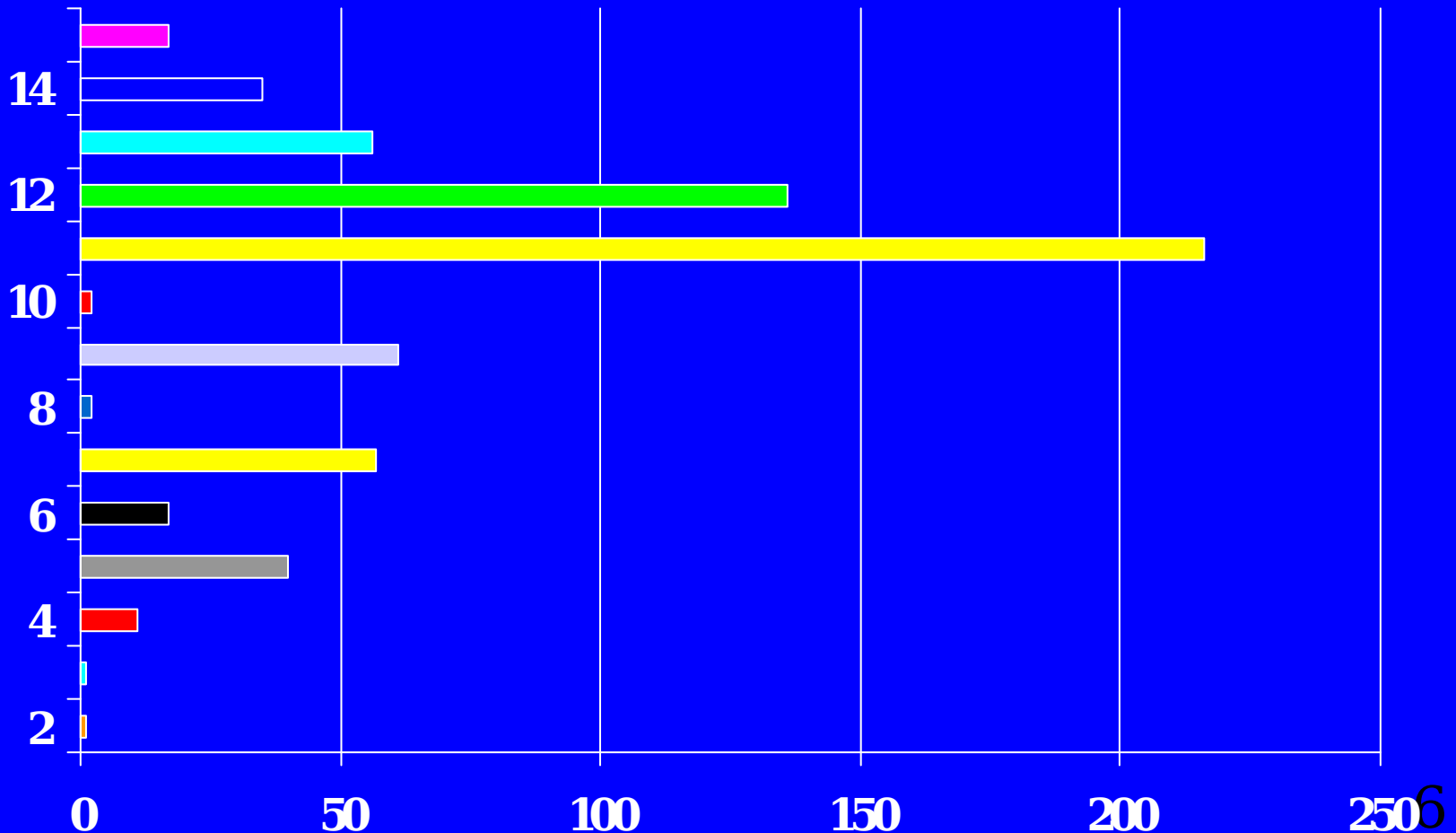
XXX

- High rate of responses (~60%)
- Years Experience as Mode
(reasonable bell shaped curve)
- Most common grade:

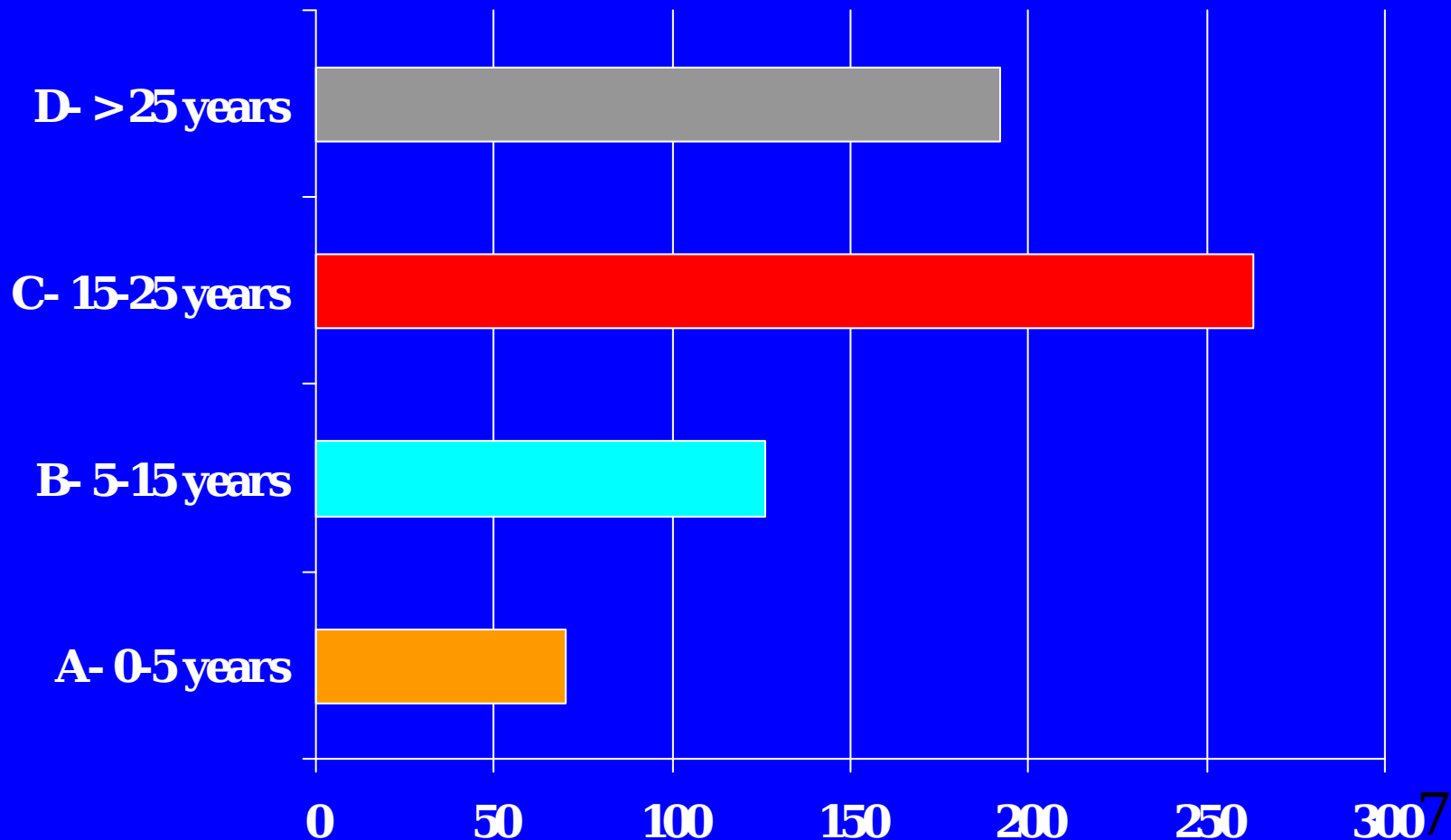
1. Please identify your job series.



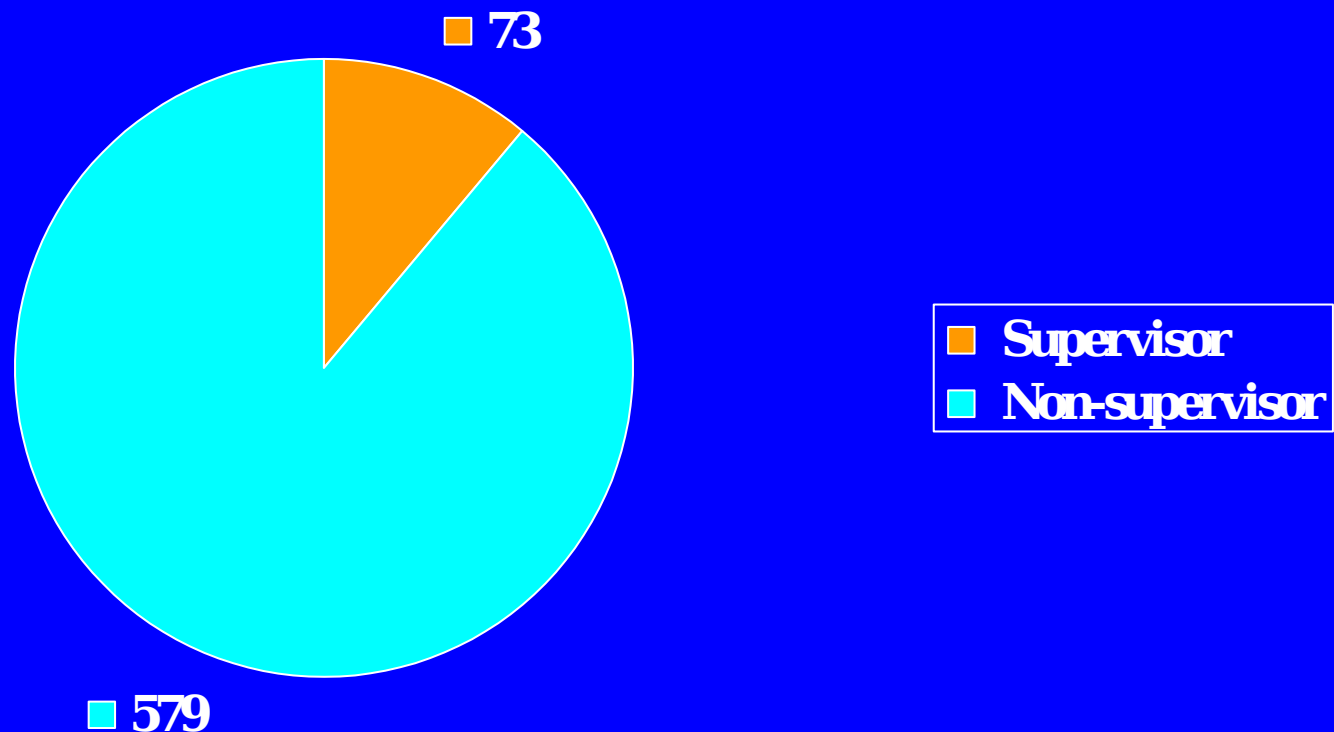
2. Please Indicate Your Grade Level.



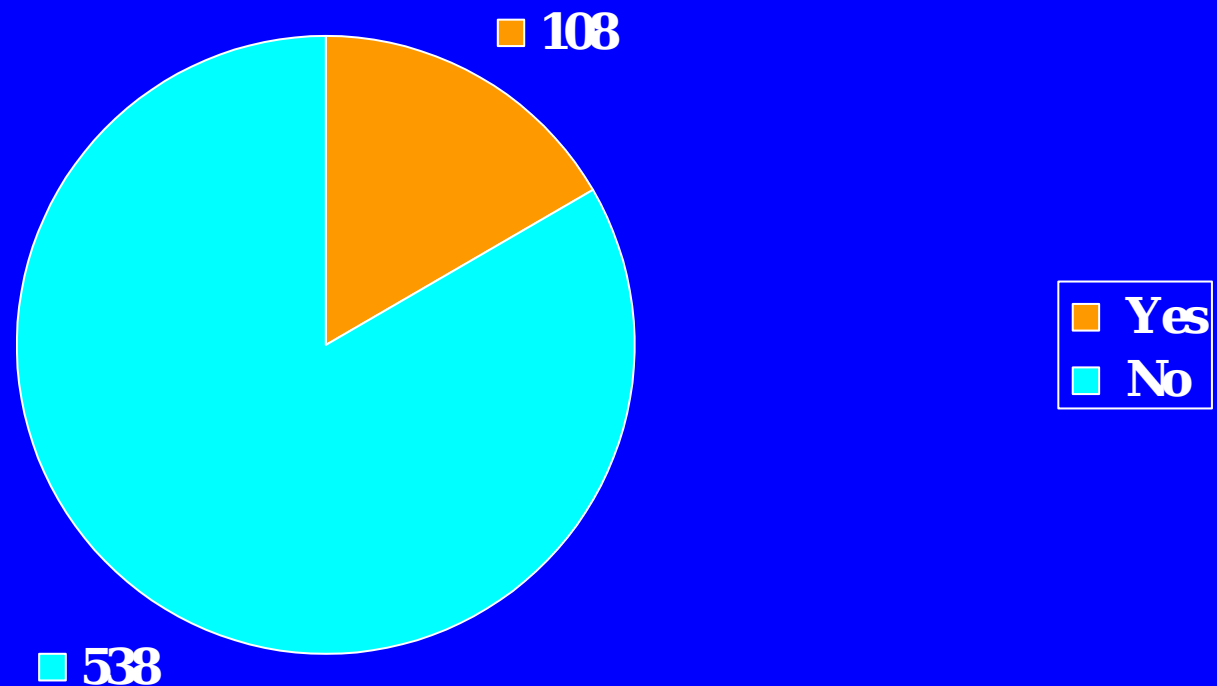
3. What Is Your Length of Service?



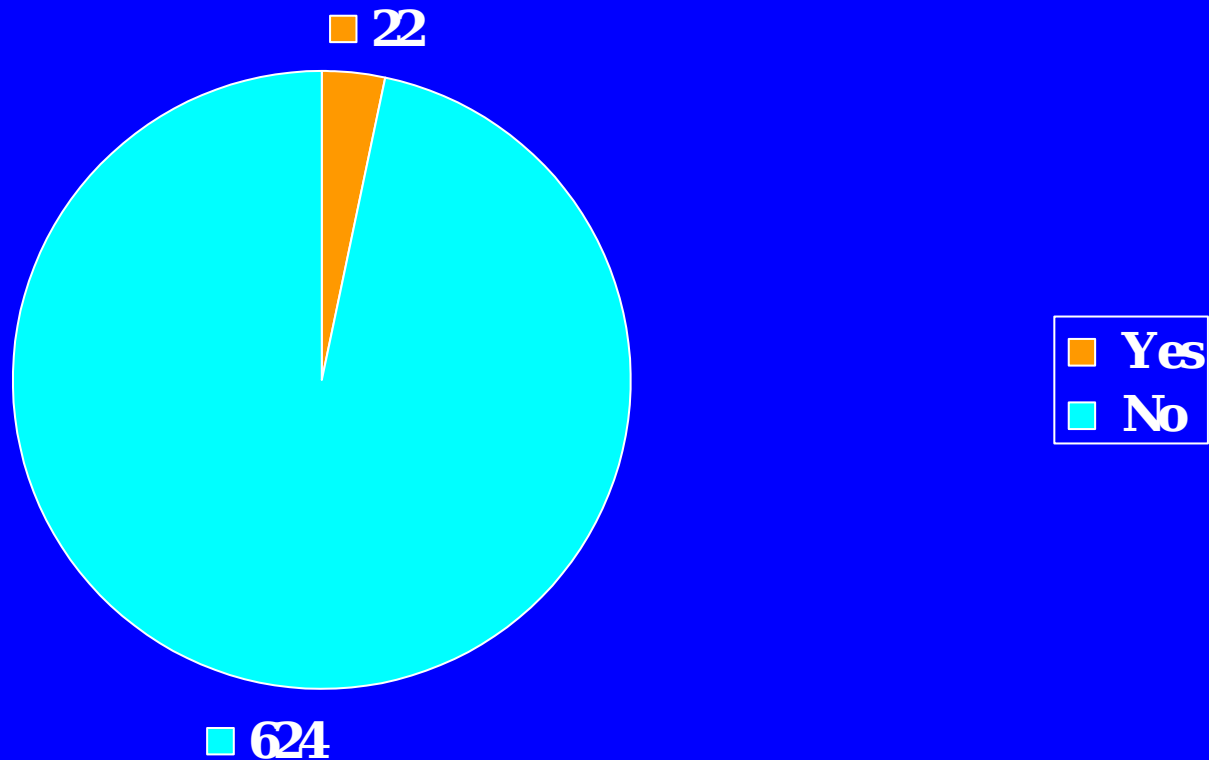
4. Are You a Supervisor or non-Supervisor?



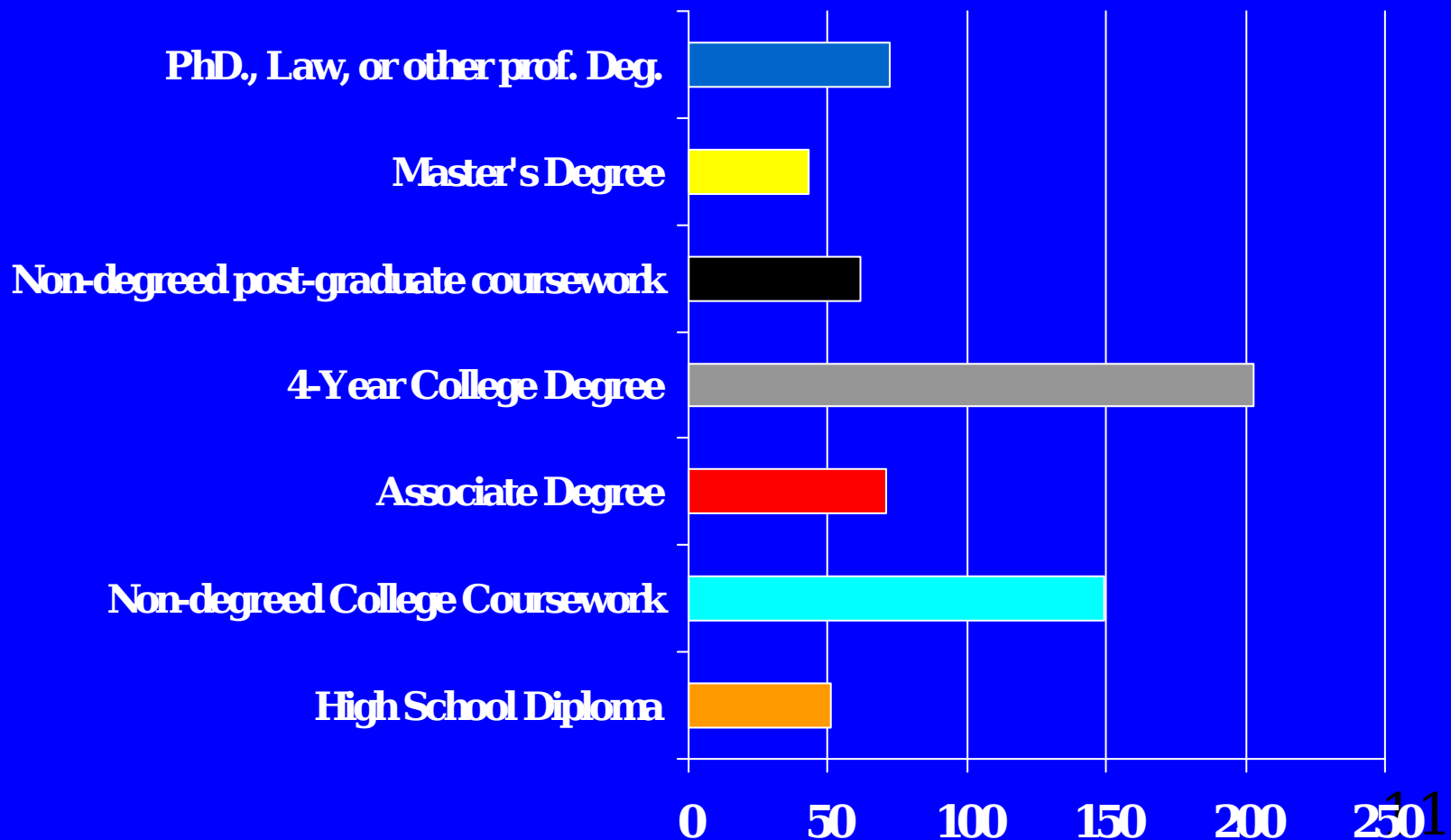
5. Are You a Team Leader?



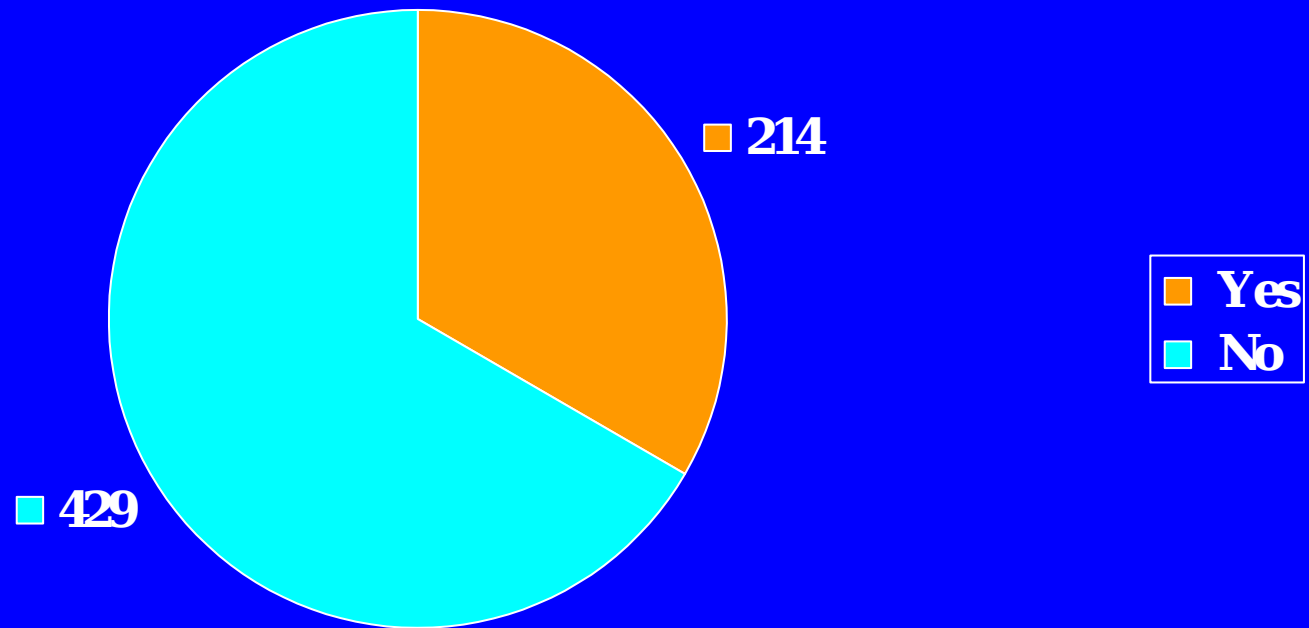
6. Are You a Real Estate Career Intern?



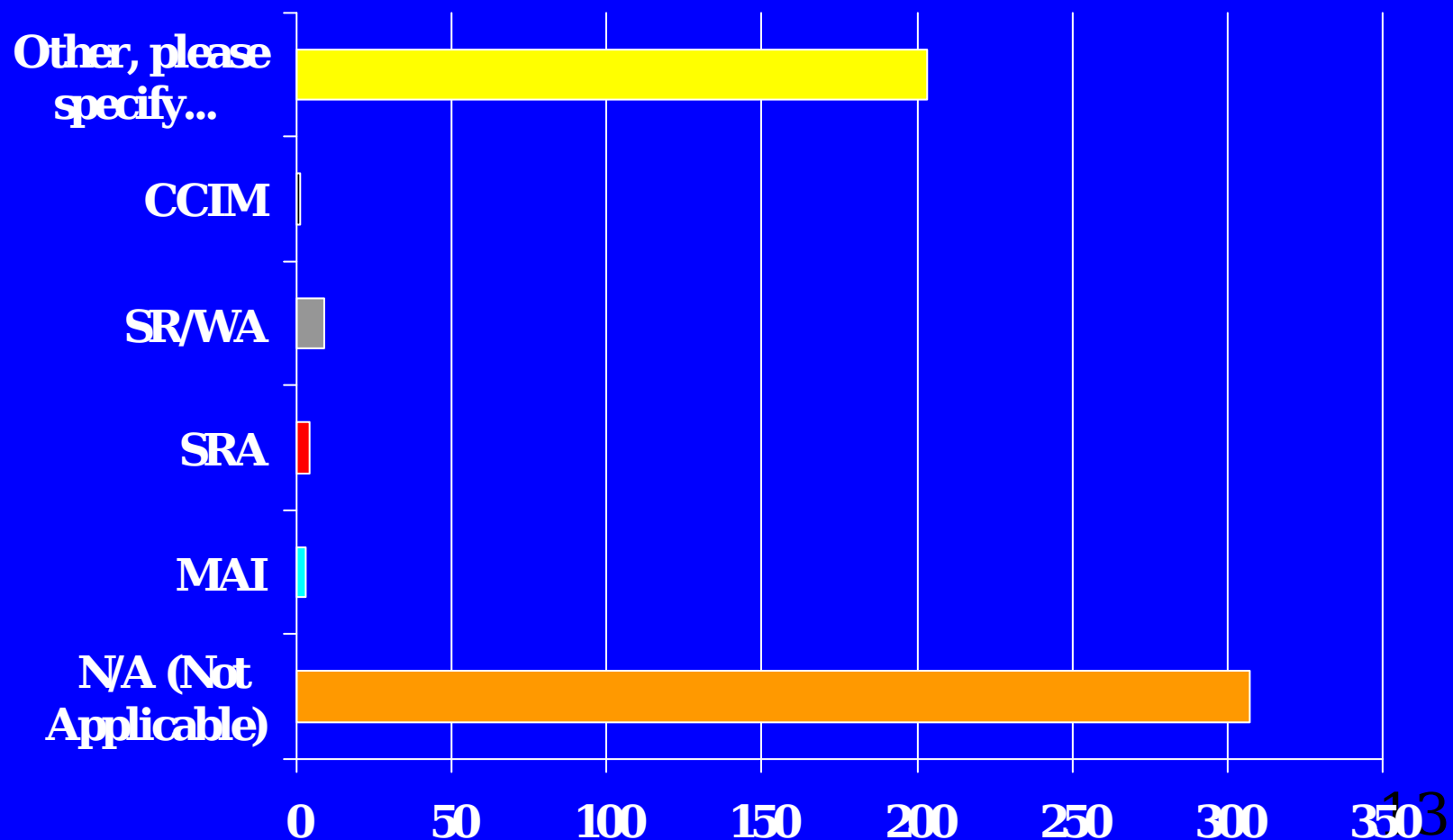
7. What is your highest level of education completed?



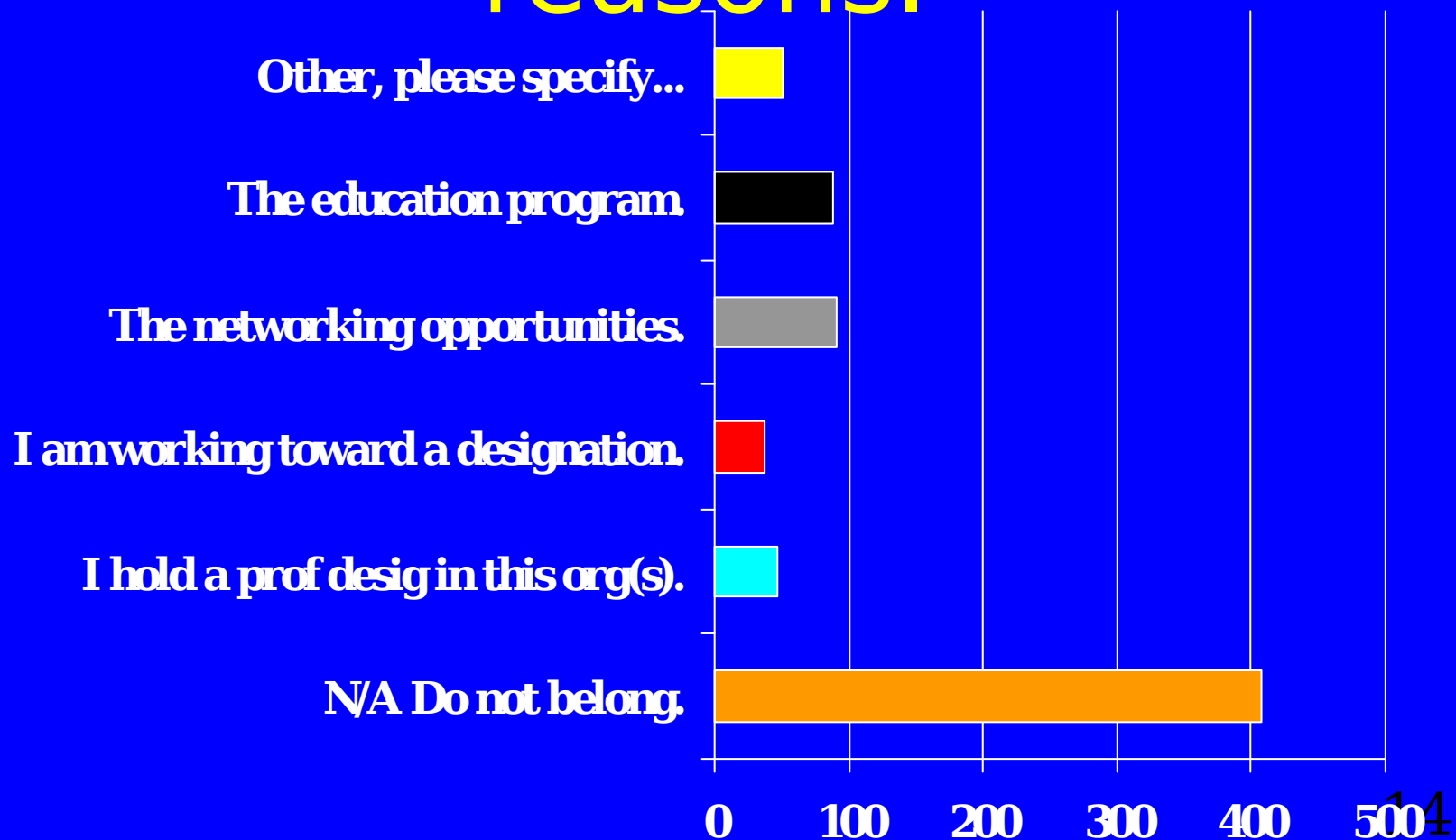
8. Do You Currently Hold any Professional Designations / Certifications / Licenses?



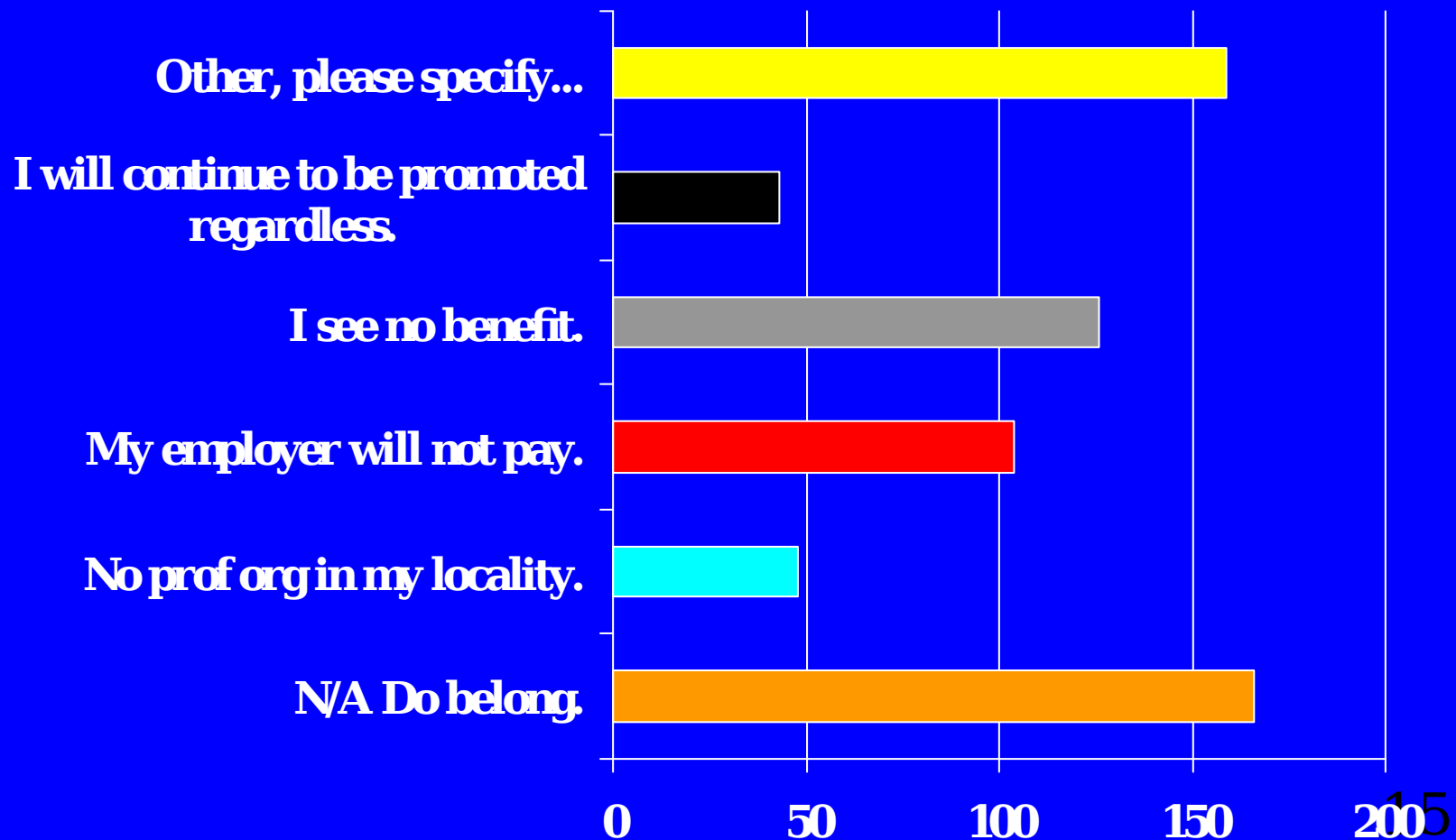
9. If You Currently Hold any Professional Designations / Certifications / Licenses, please indicate which?



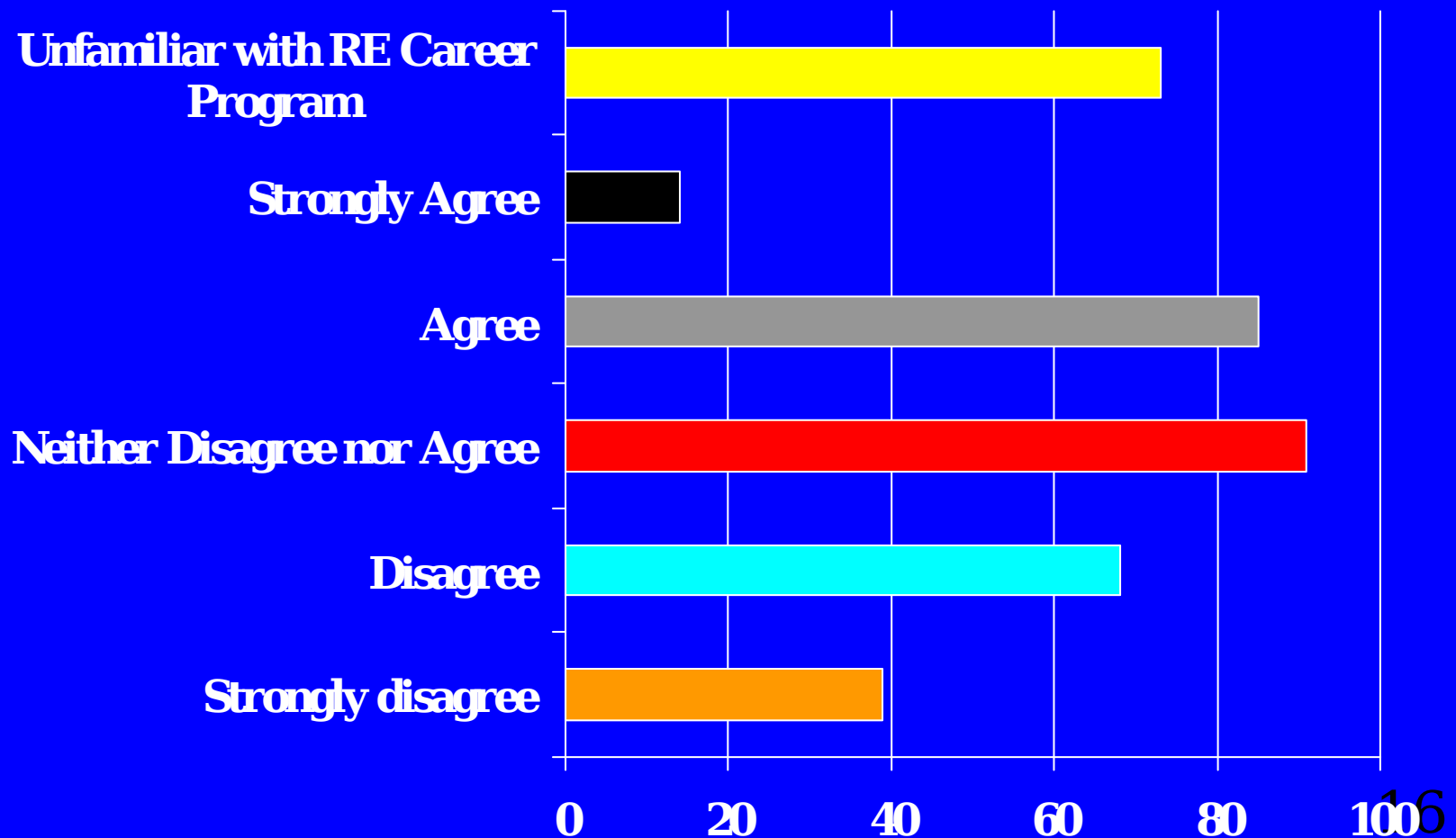
10. If you joined a Professional Organization, select the 2 most important reasons.



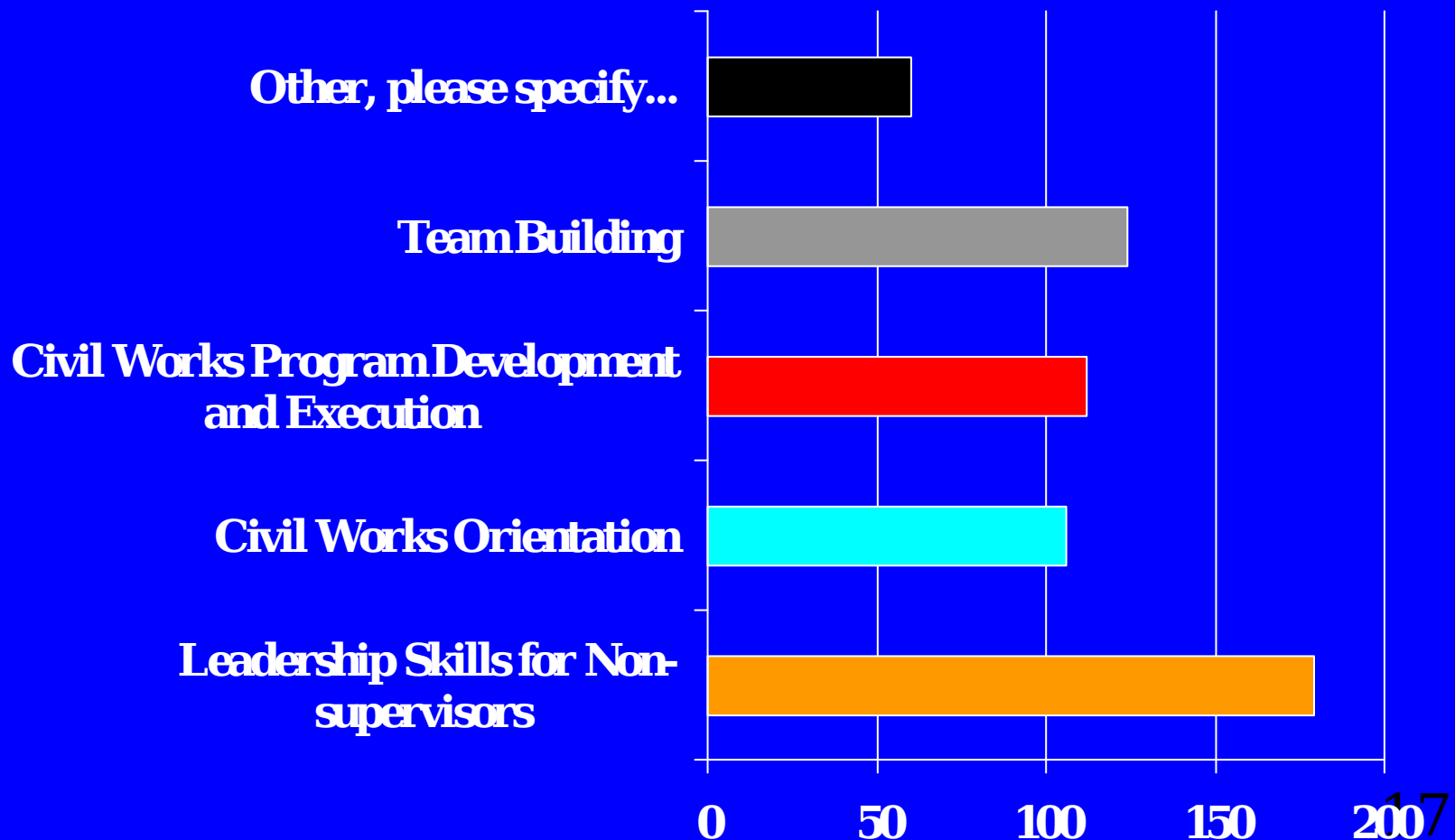
11. If you do not belong to a Professional Organization, what are the 2 primary reasons?



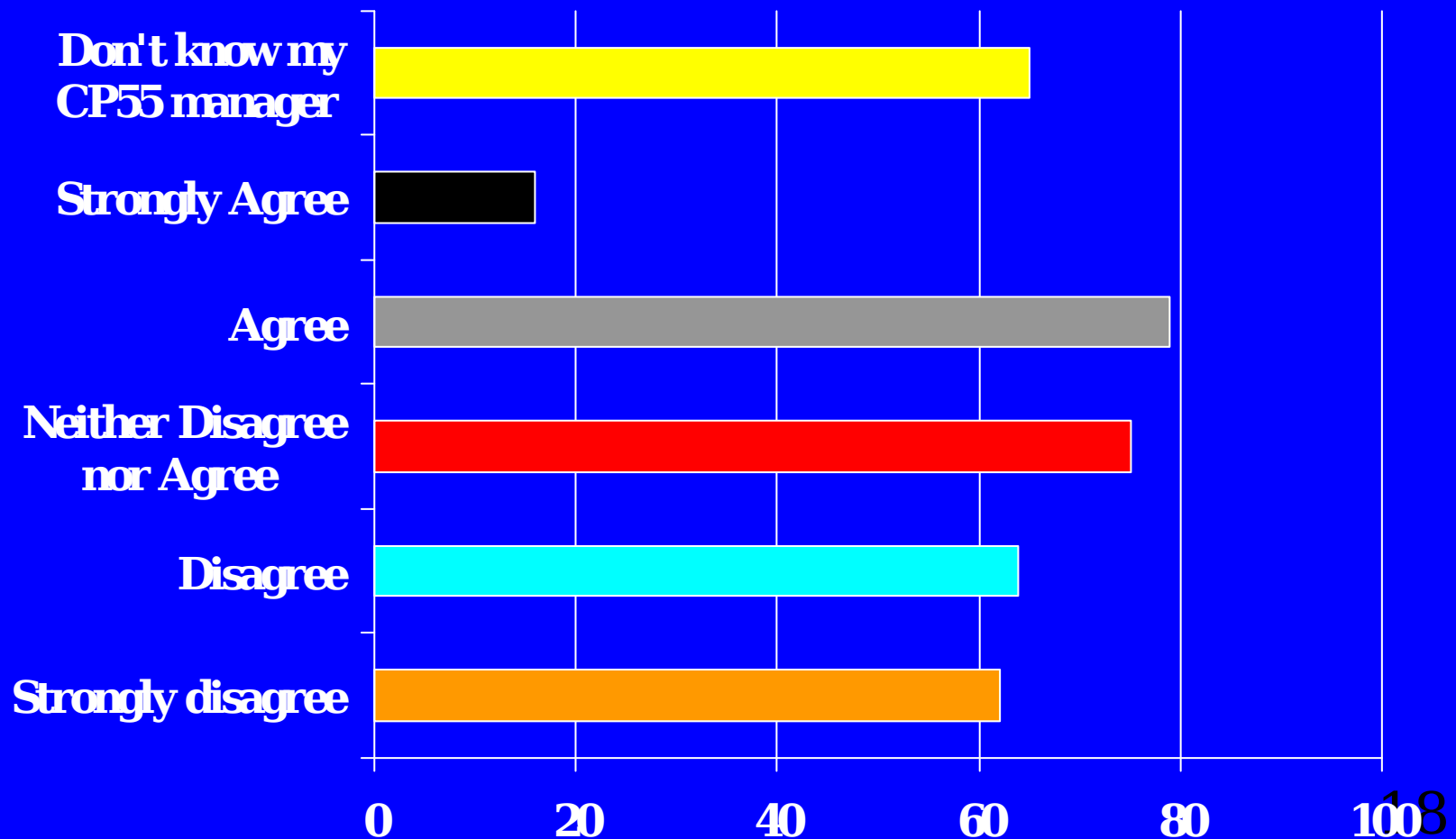
12.I use the Real Estate Career Program Handbook. (including the Master Training Plan)



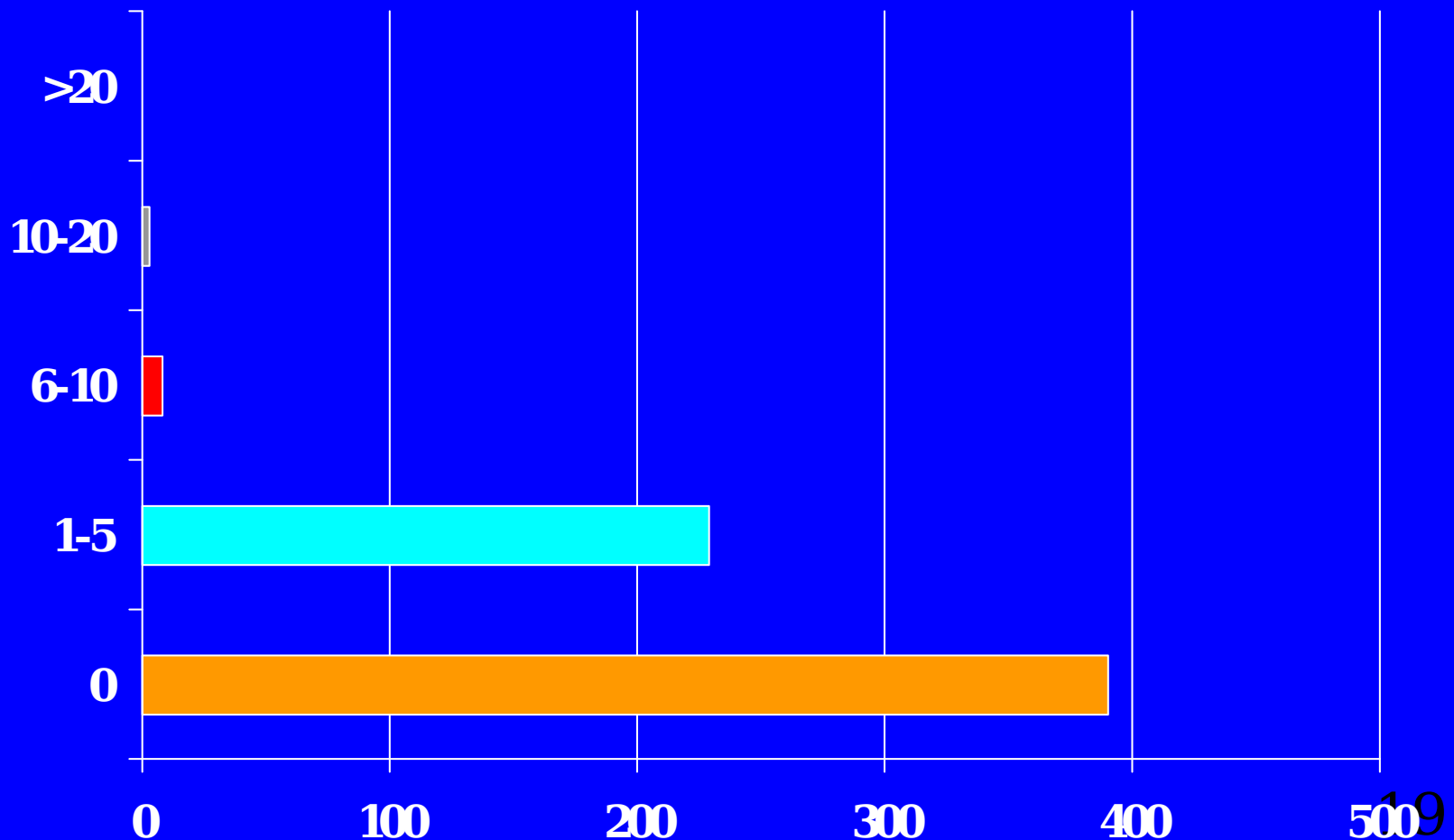
13. Please suggest additional courses for the Master Training Plan.



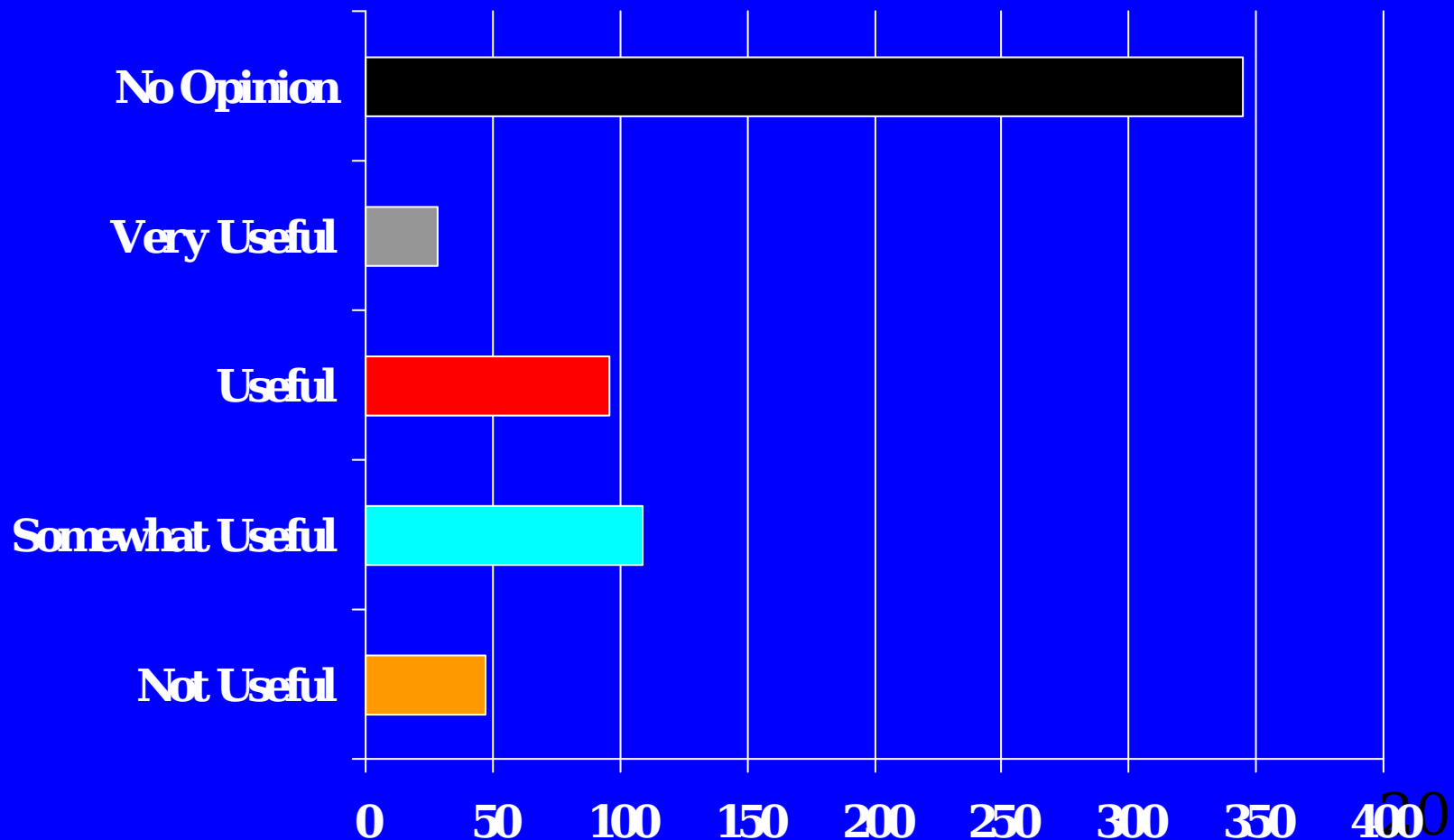
14. My CP55 Program Manager Provides me with Career Guidance.



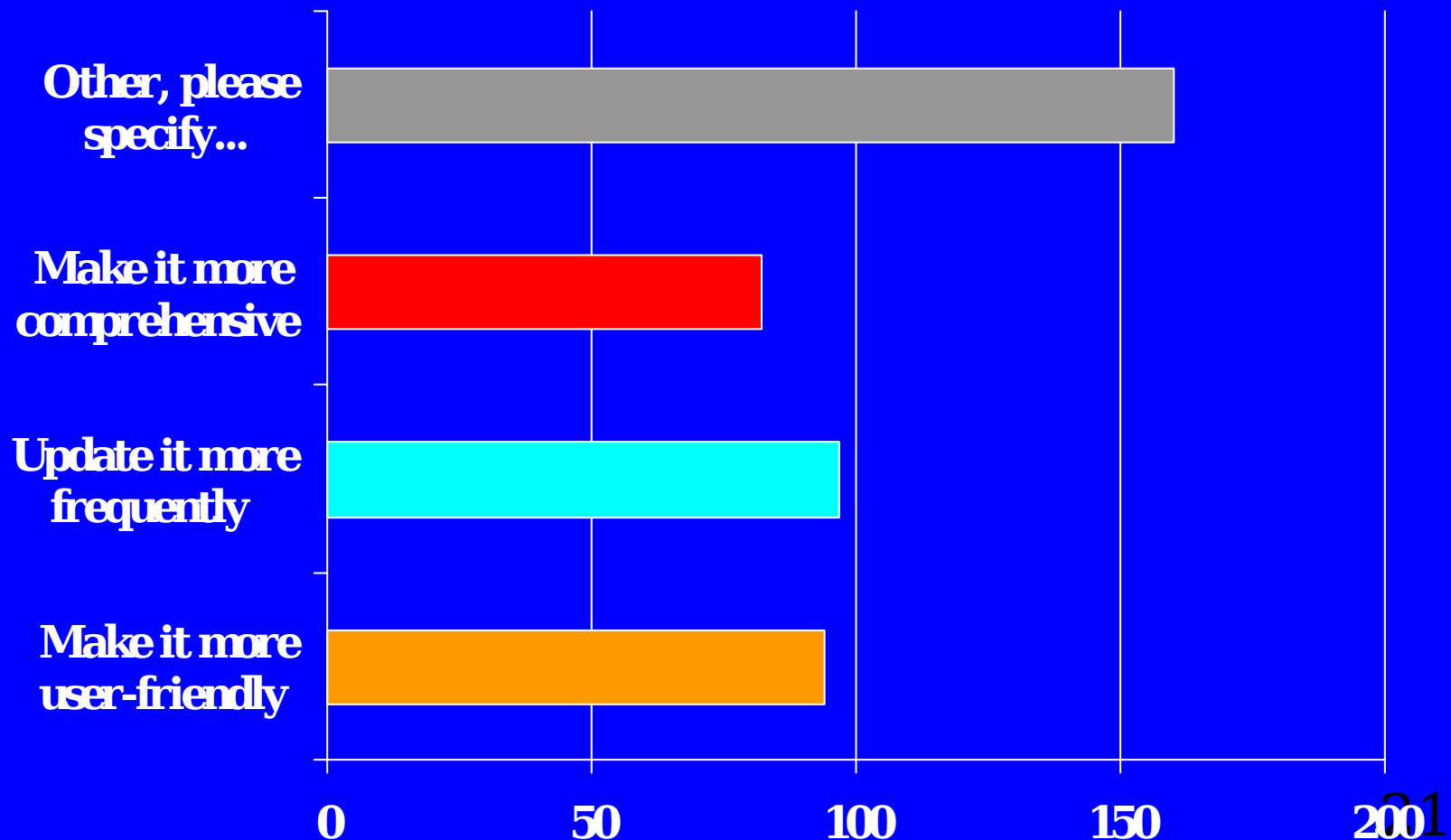
15. How many times have you accessed to Workforce Development Website in past 6 months?



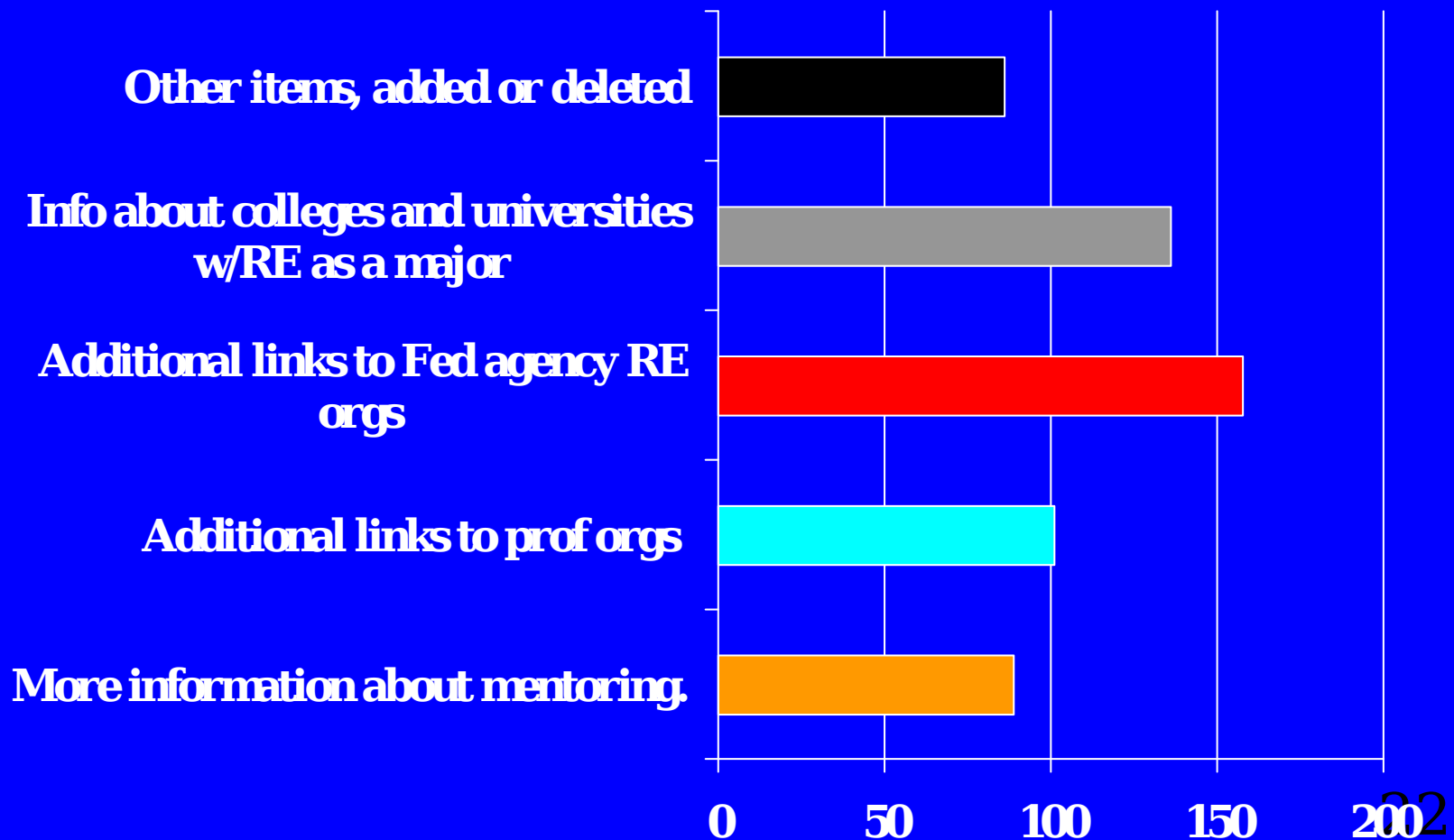
16. How useful do you consider the website?



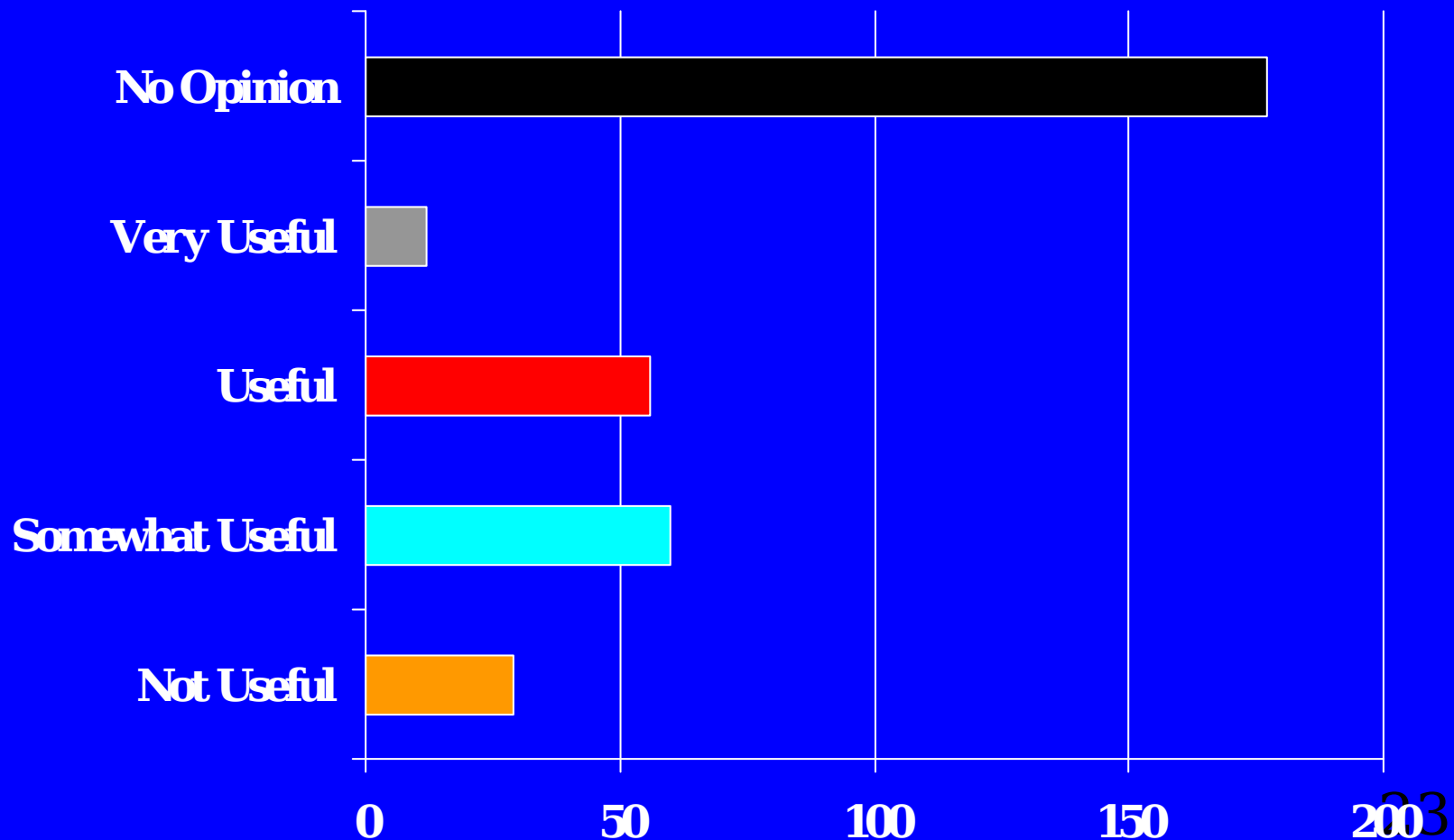
17. What can be done to improve the web site?



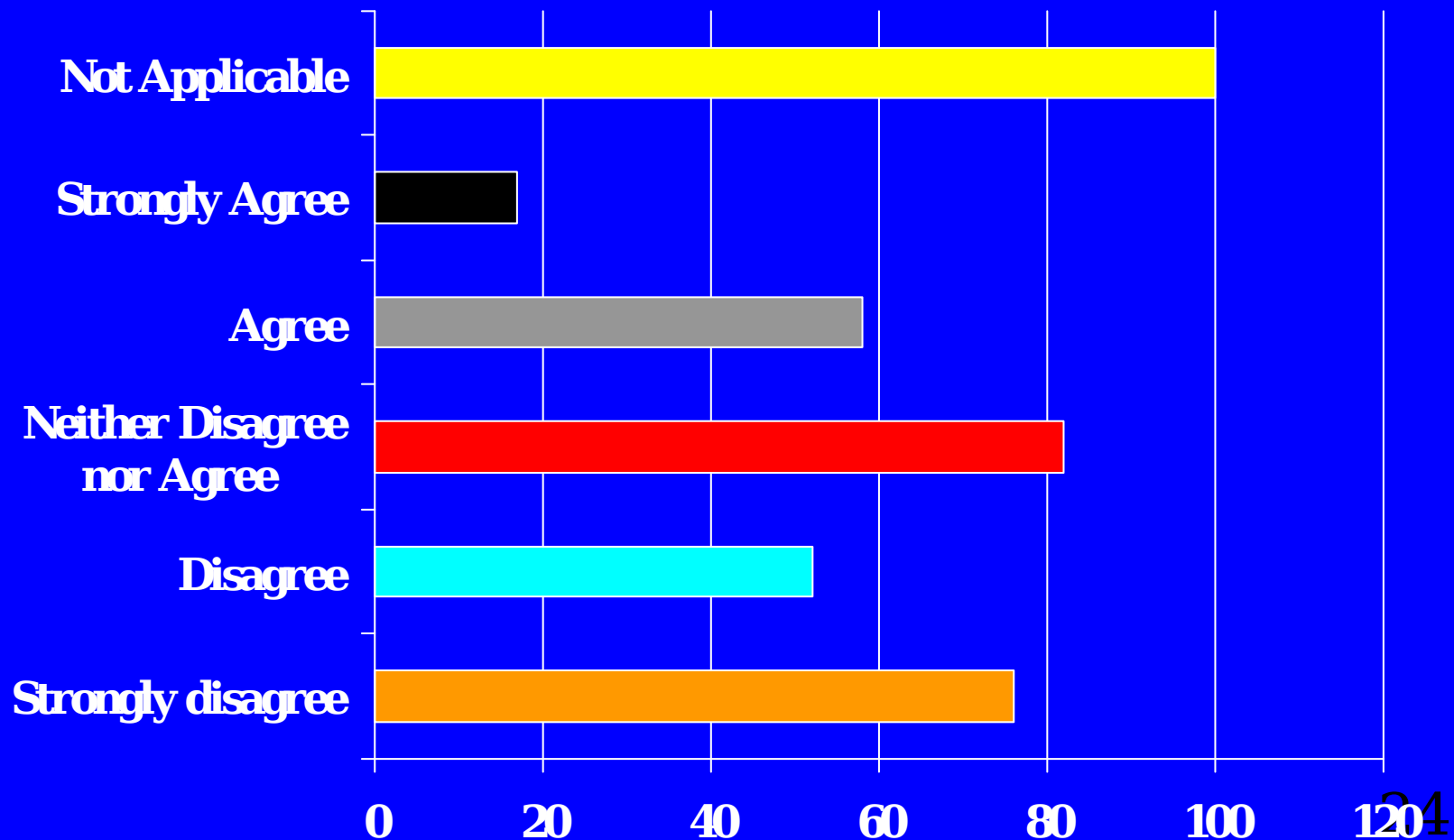
18. Suggest any web site information you think should be added or deleted?



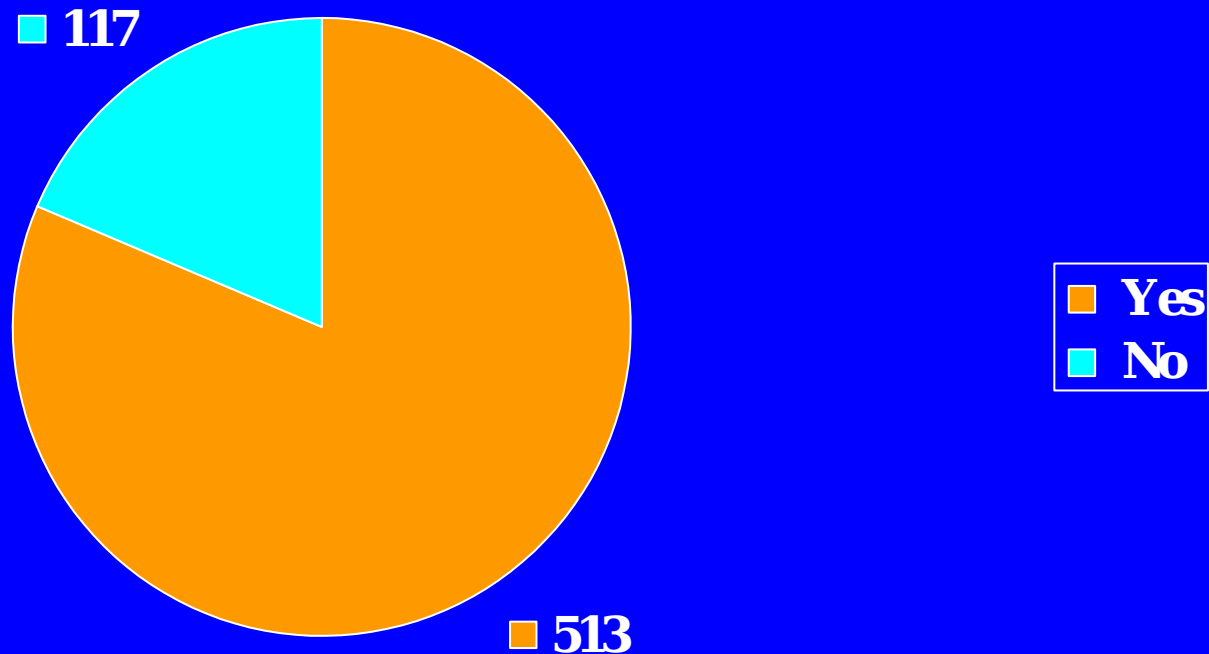
19. How useful do you consider the CP55 Page?



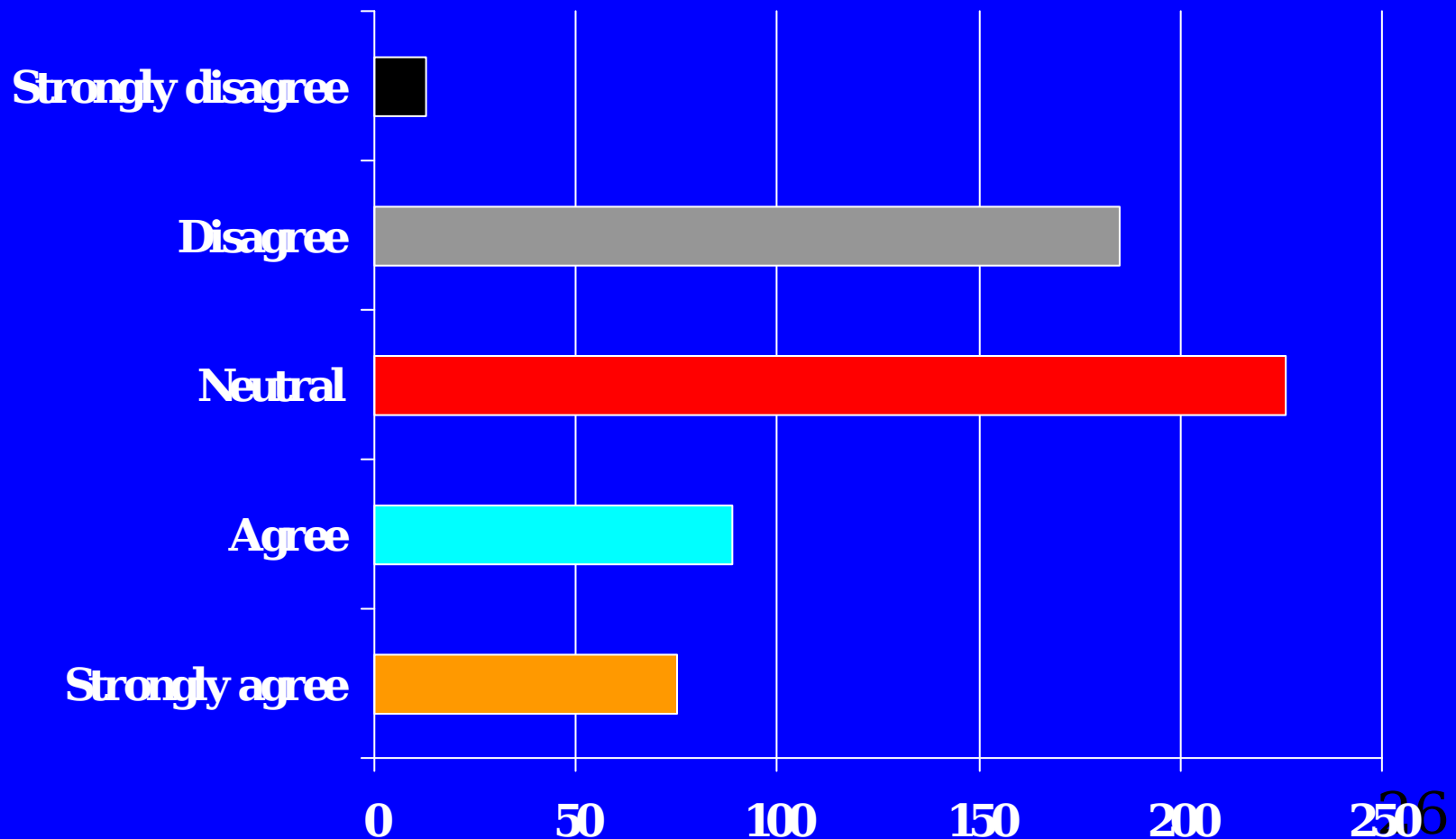
20. (non CP55) My career program manager provides me guidance.



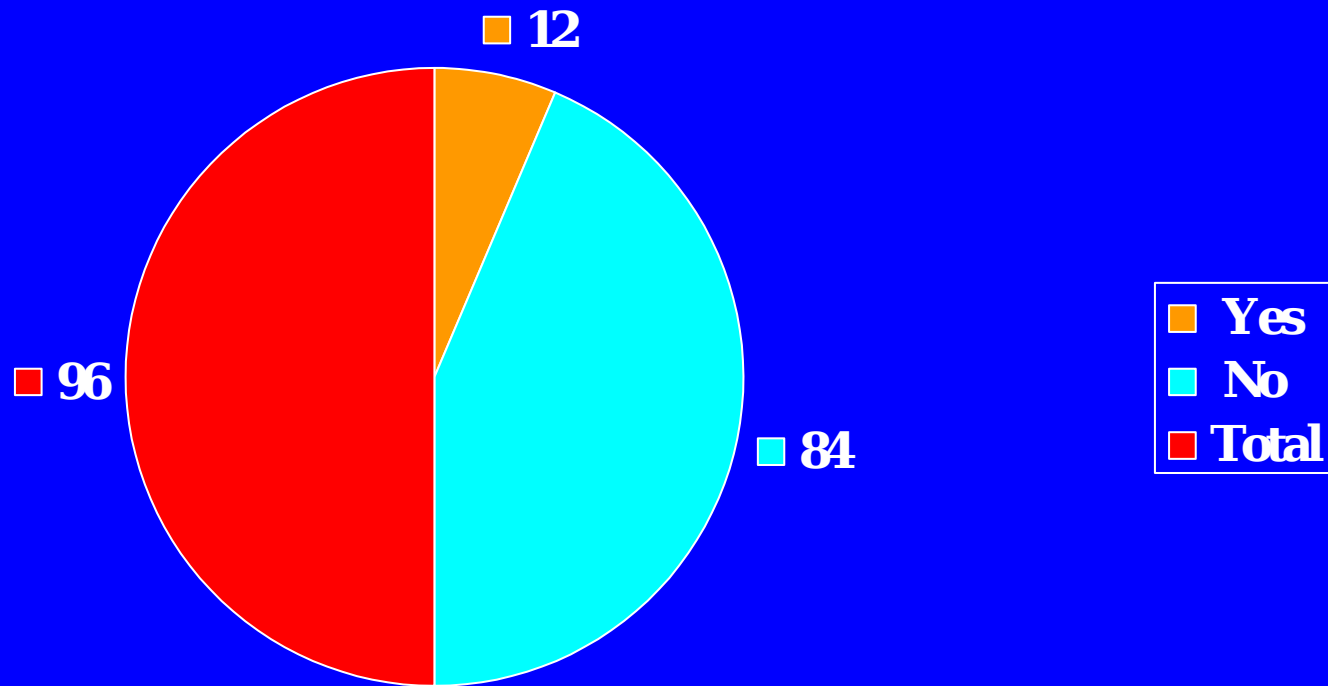
21. Do you have a current IDP?



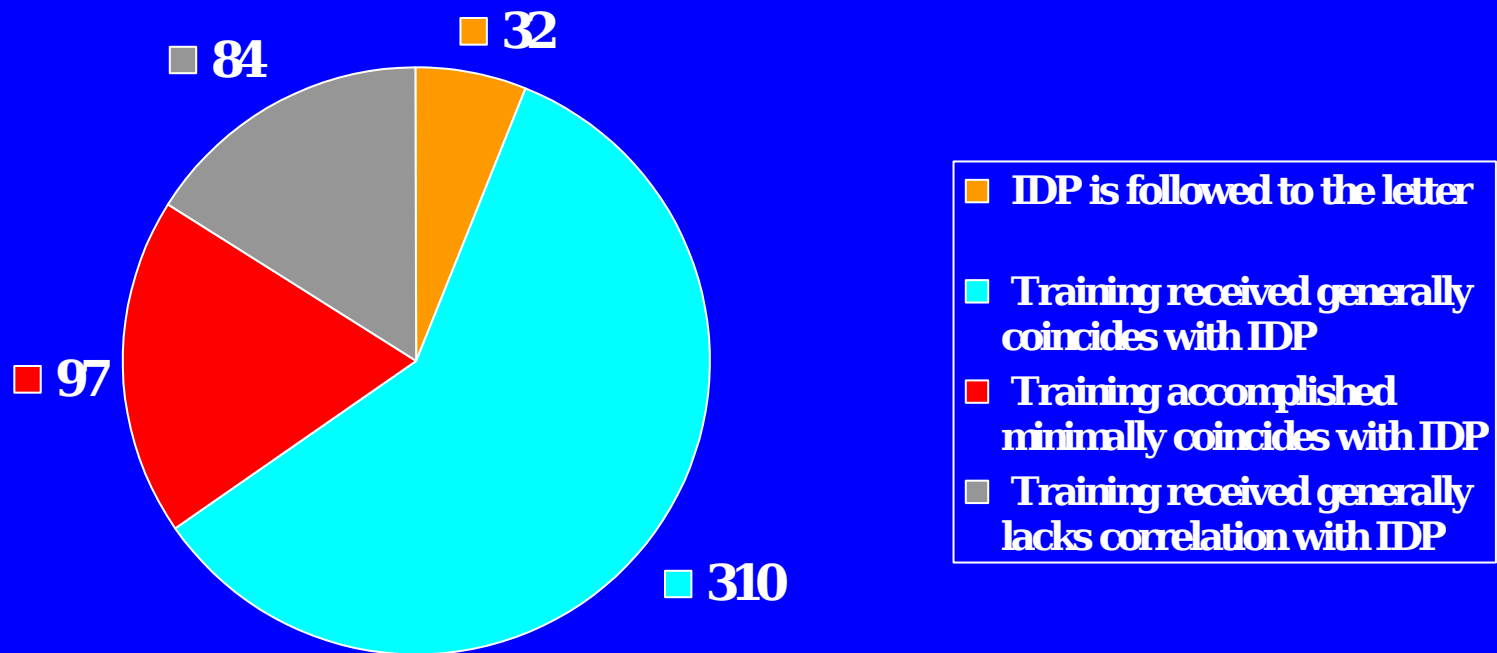
22. I have an IDP that follows the approved plan for my career program.



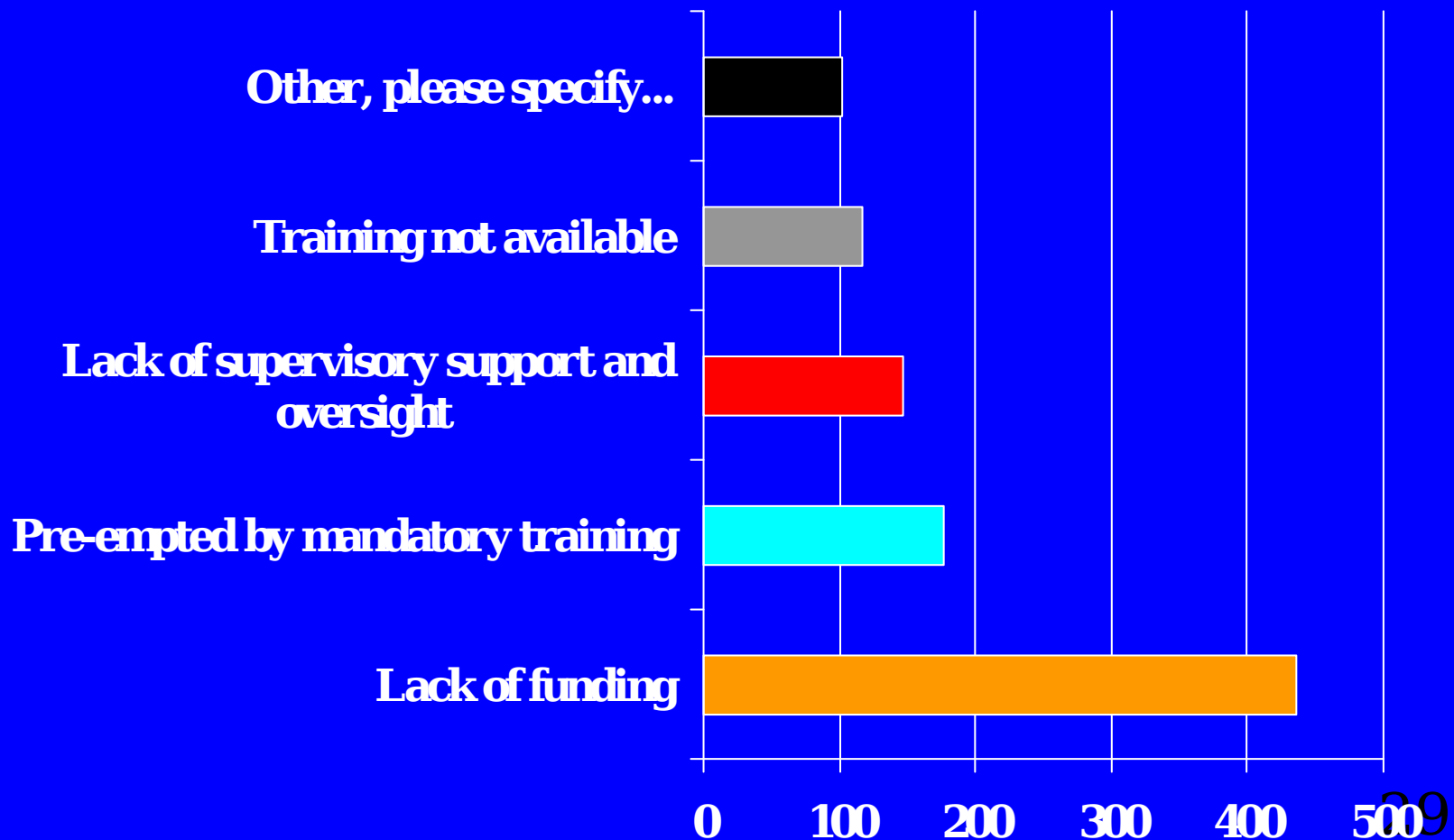
23. (For CP55 Interns only) I am following a signed Intern Training Program.



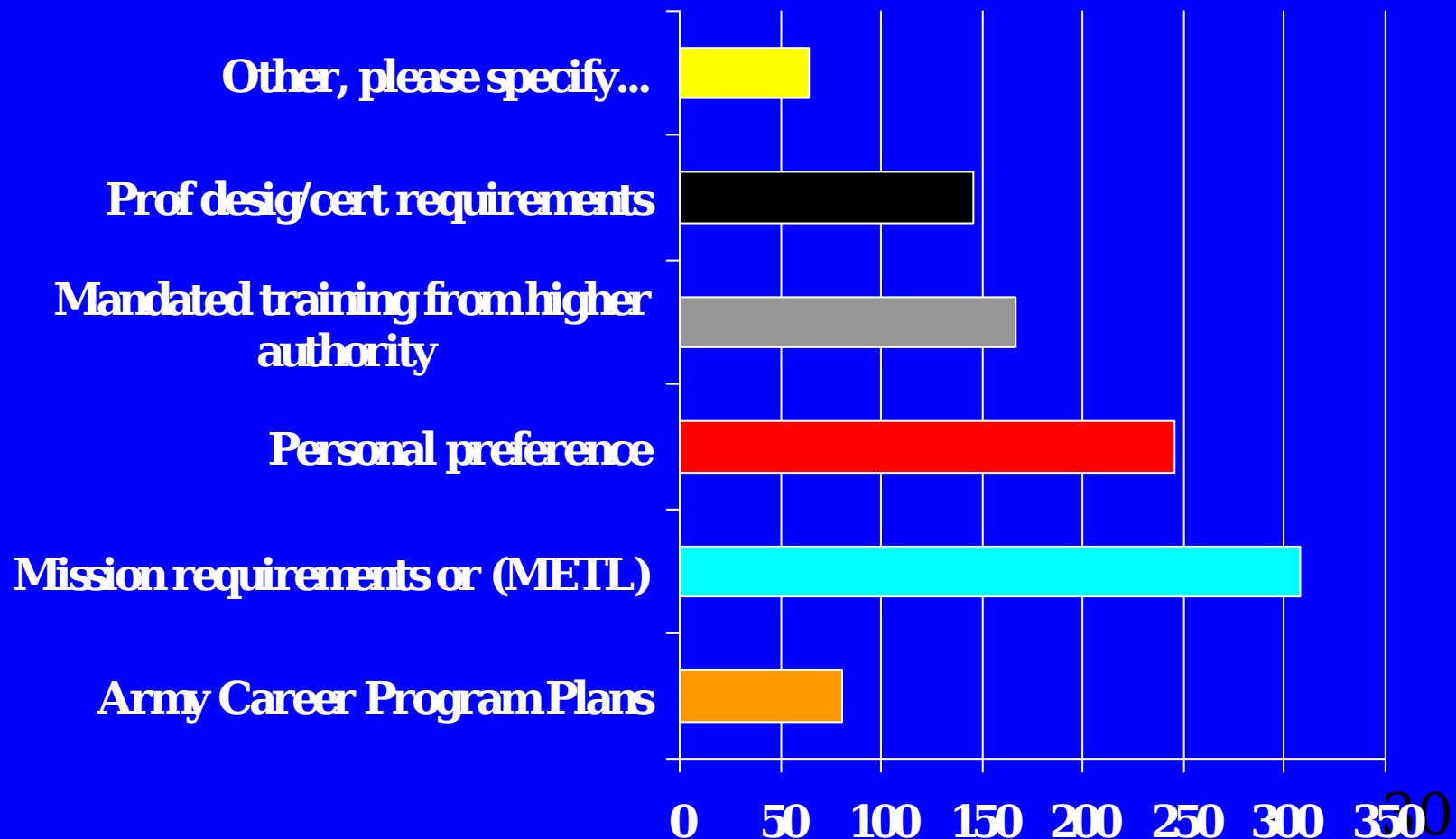
24. How well does the training received coincide with the IDP?



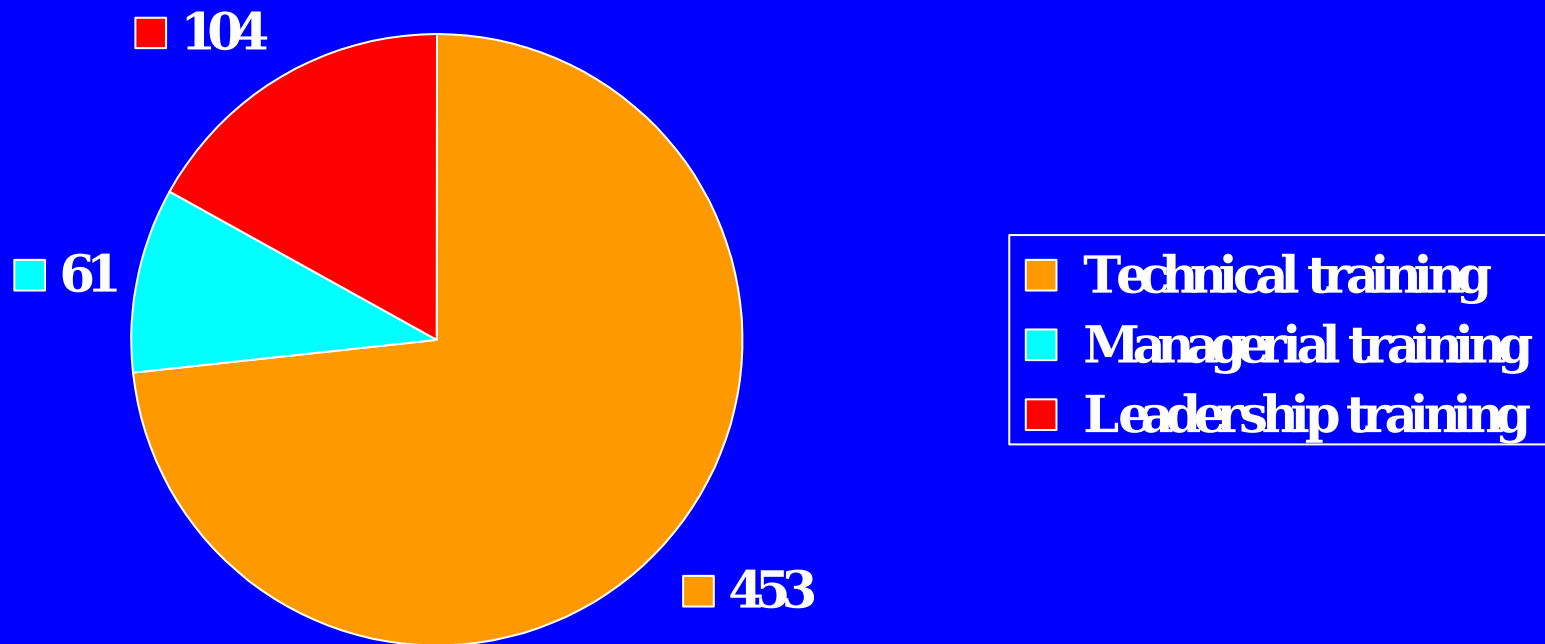
25. What do you feel are the leading impediments to fully following IDPs?



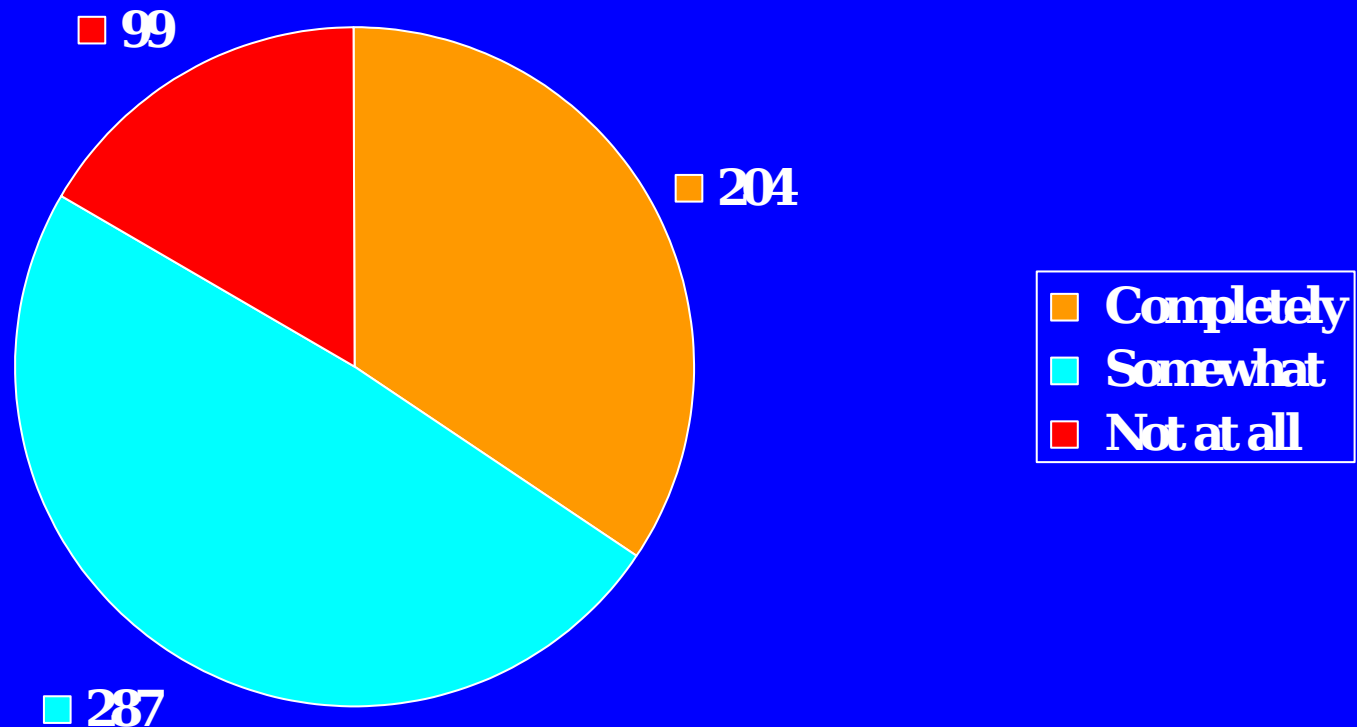
26. Select the top 2 factors that determine your own priorities in creating and following your IDP.



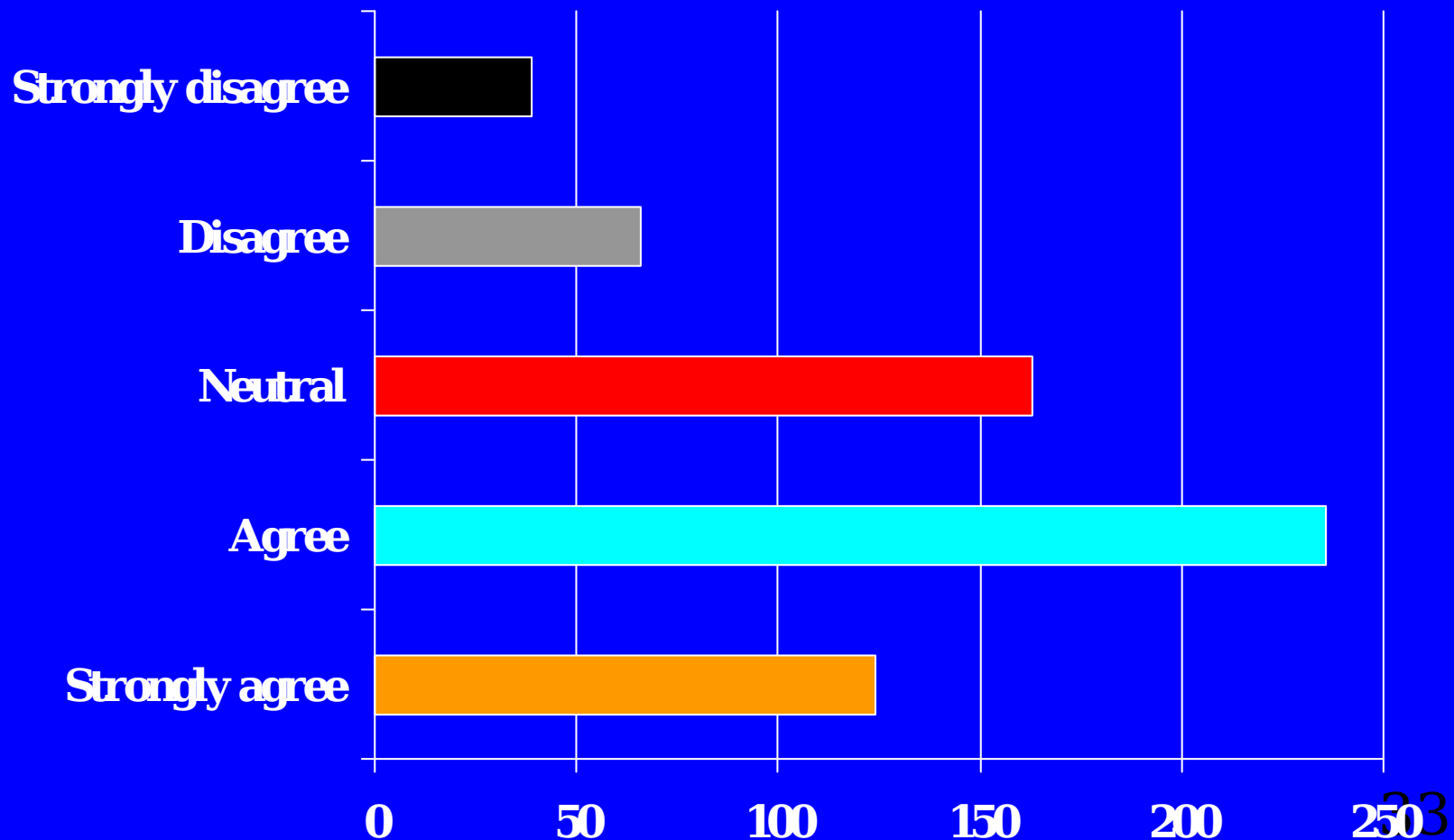
27. Of the 3 categories below, which is most important to success in your current position?



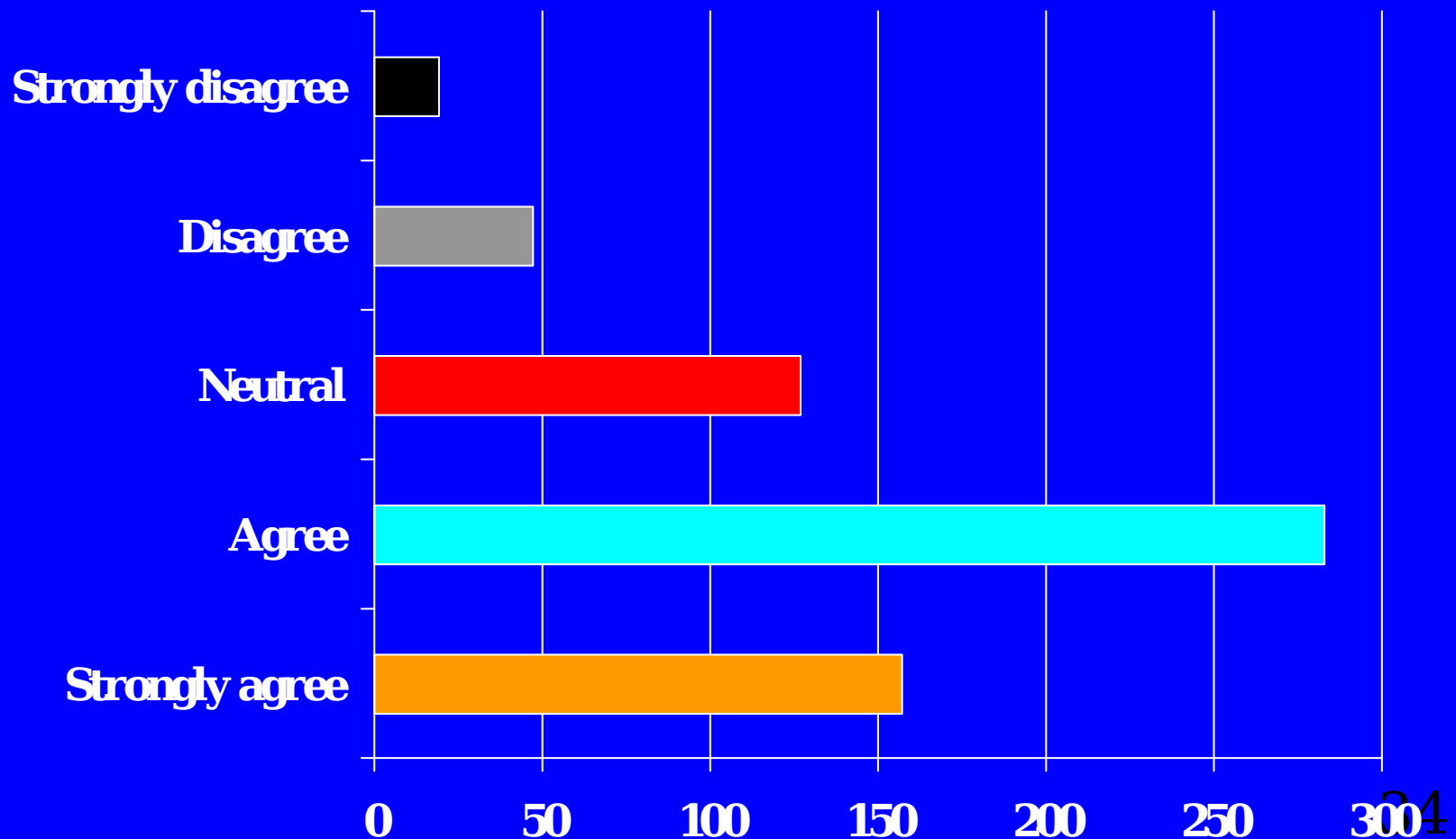
28. Does your current IDP reflect your judgment in the previous question?



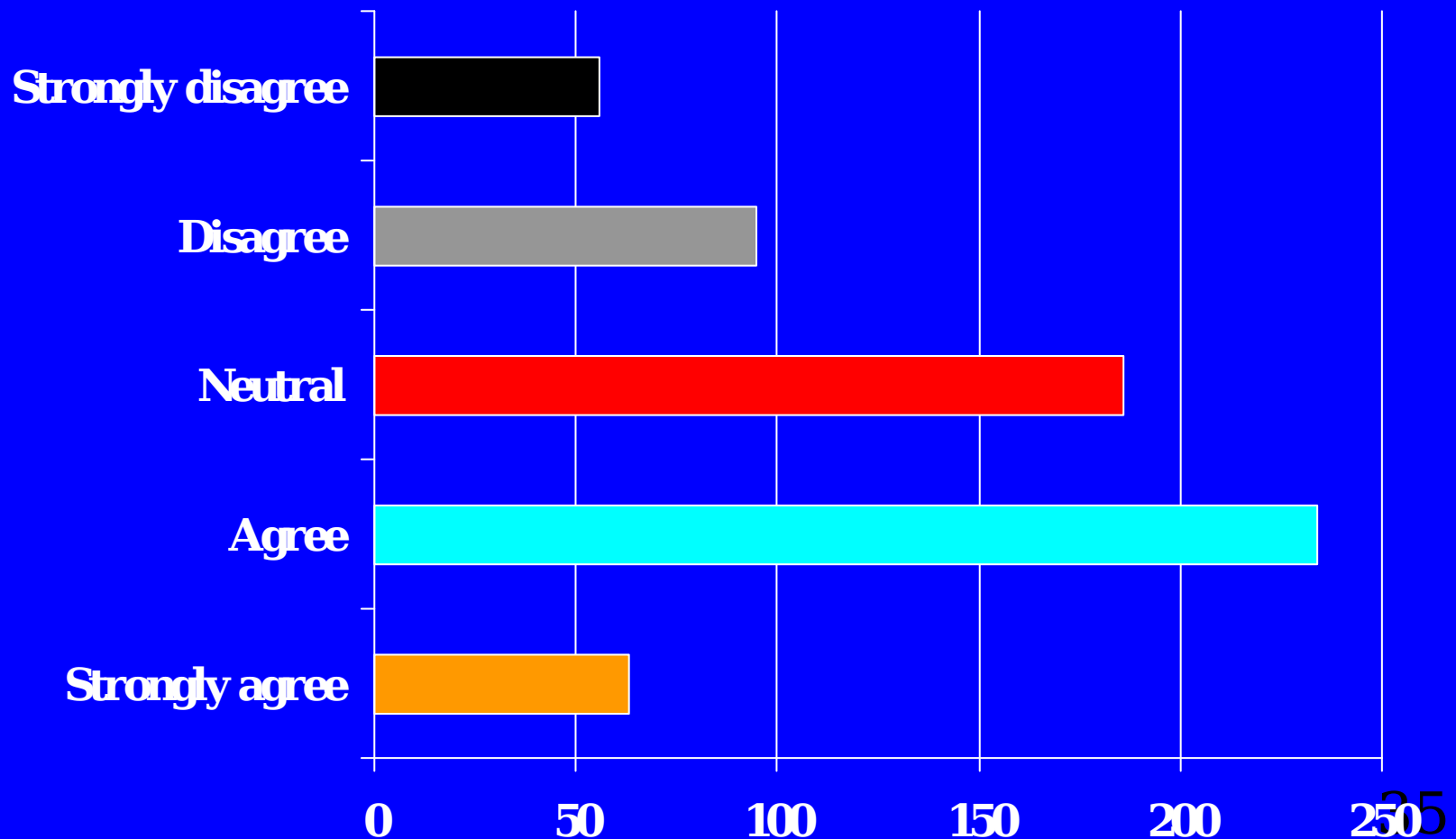
29. I believe leadership development programs will help develop me in my current position.



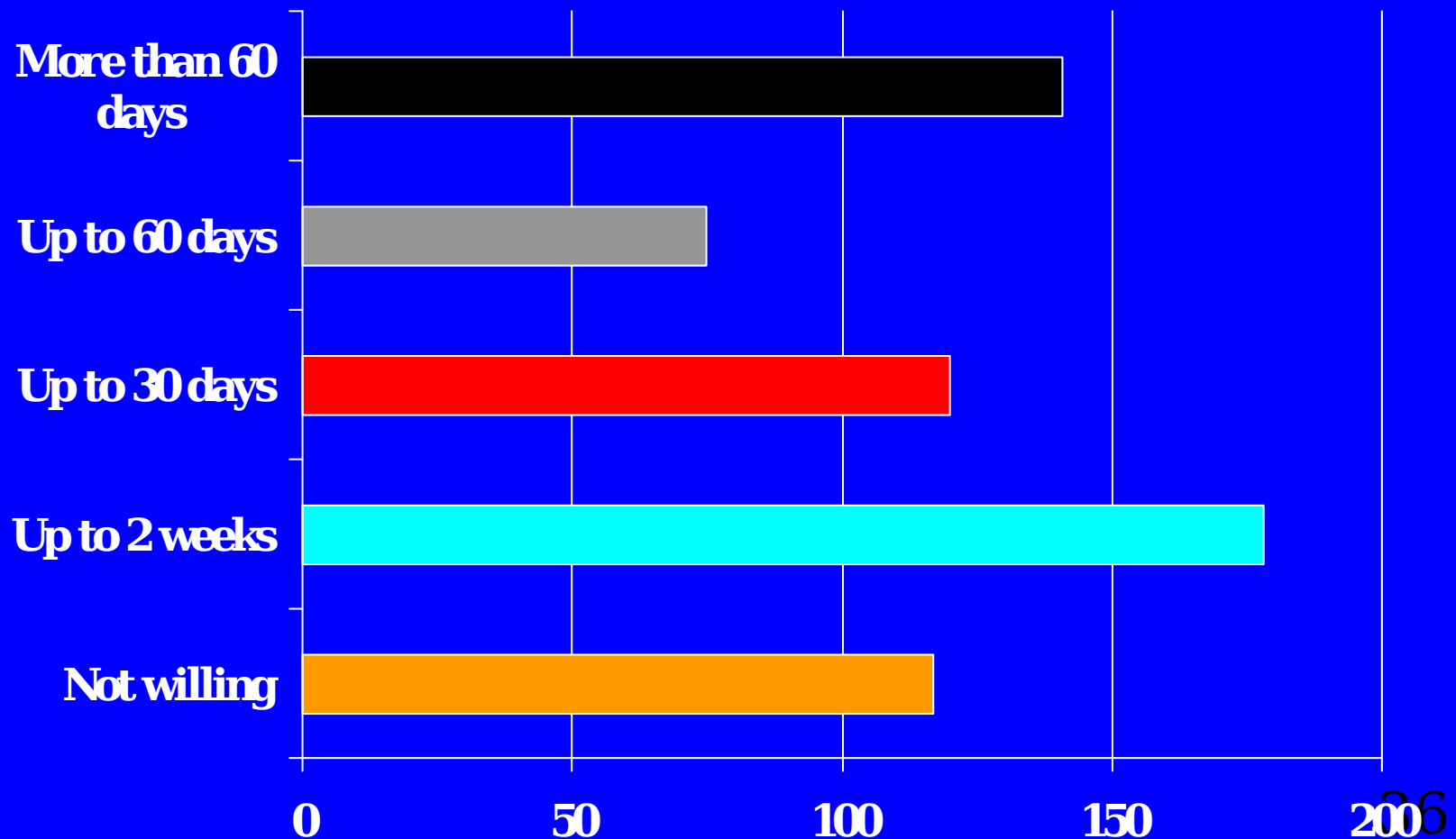
30. I believe developmental assignments will help me in my current position.



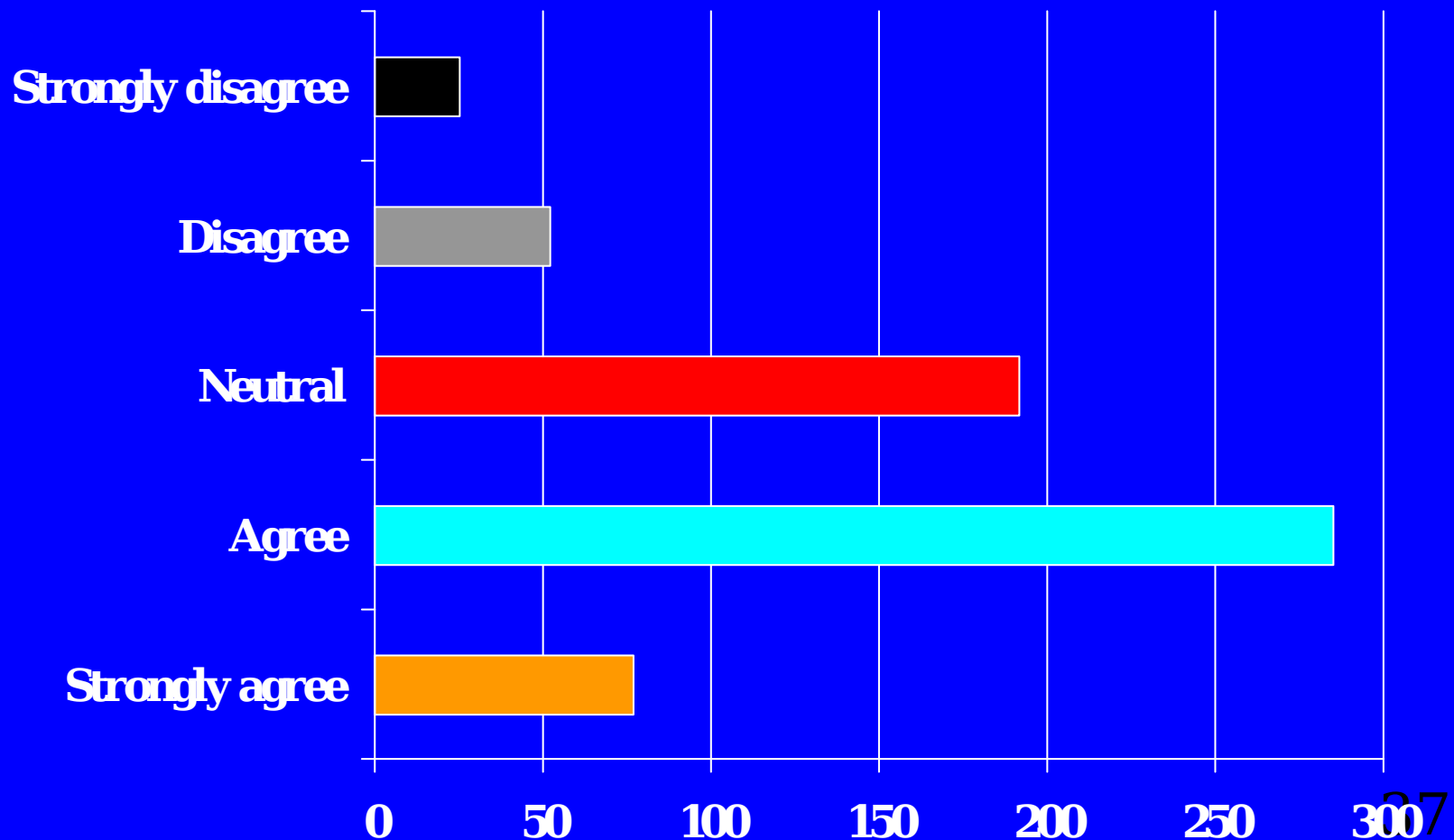
31. Management supports developmental assignments and cross-training.



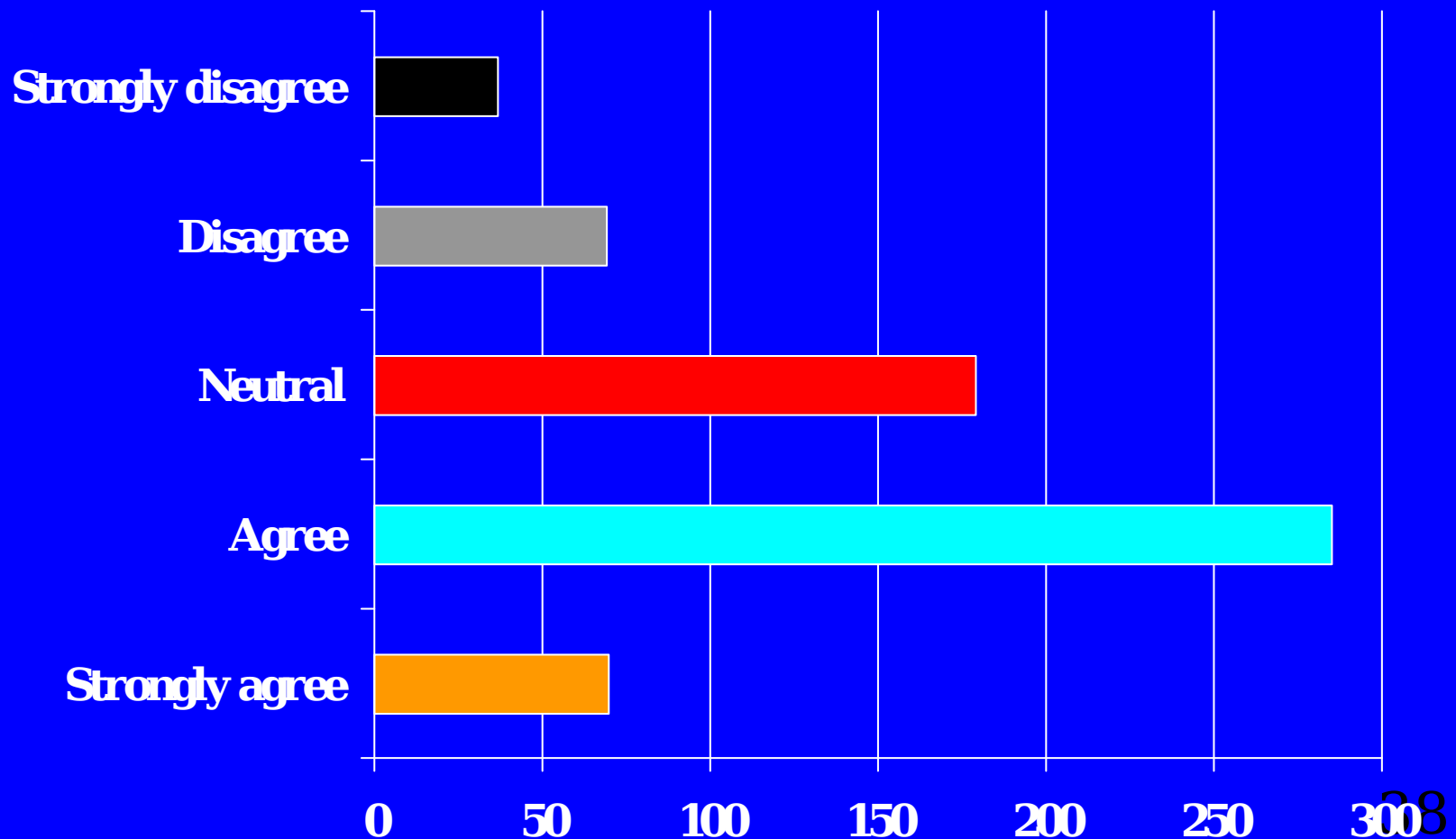
32. I am willing to be on TDY for a developmental assignment for:



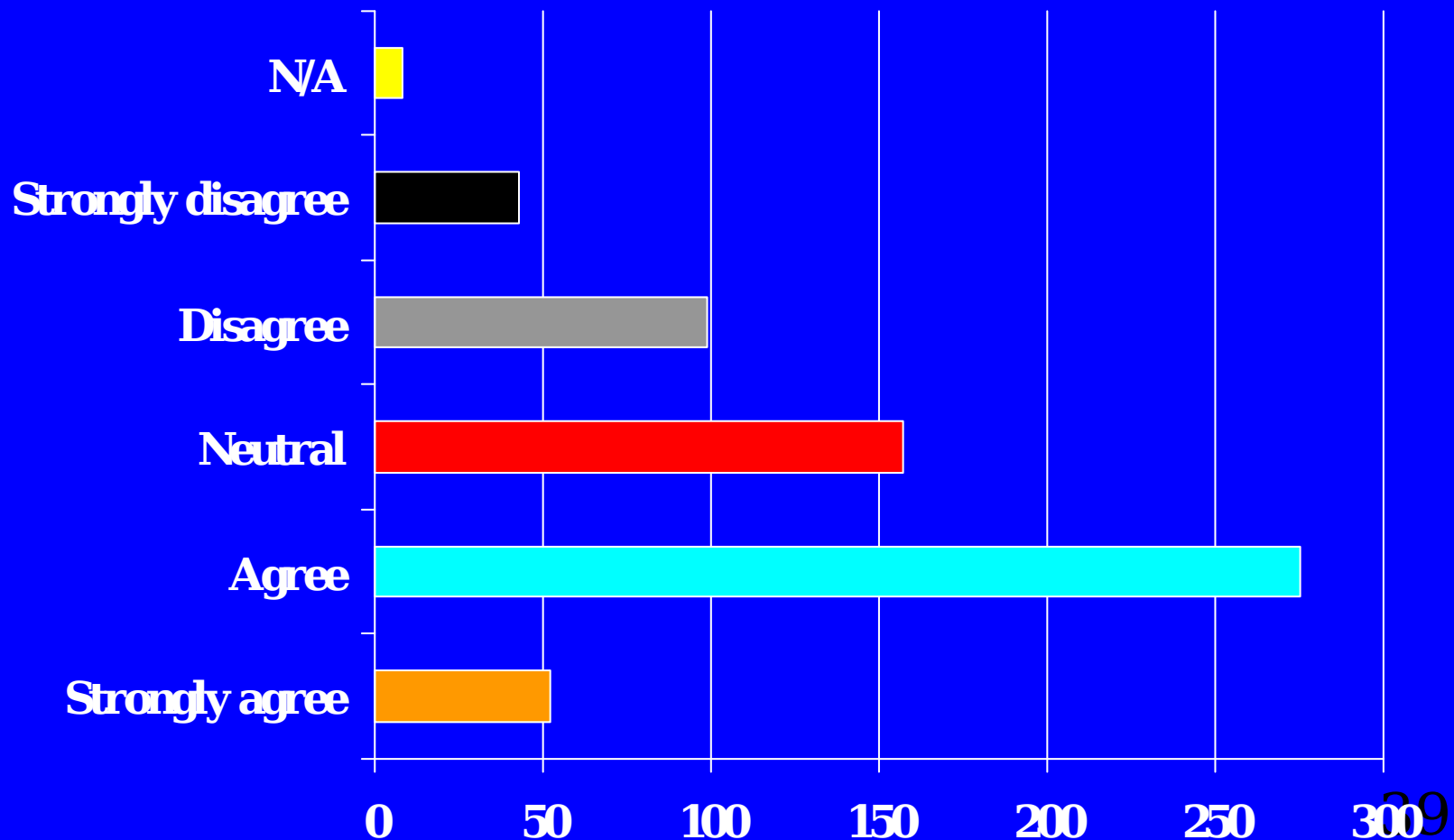
33. Management supports leadership development programs.



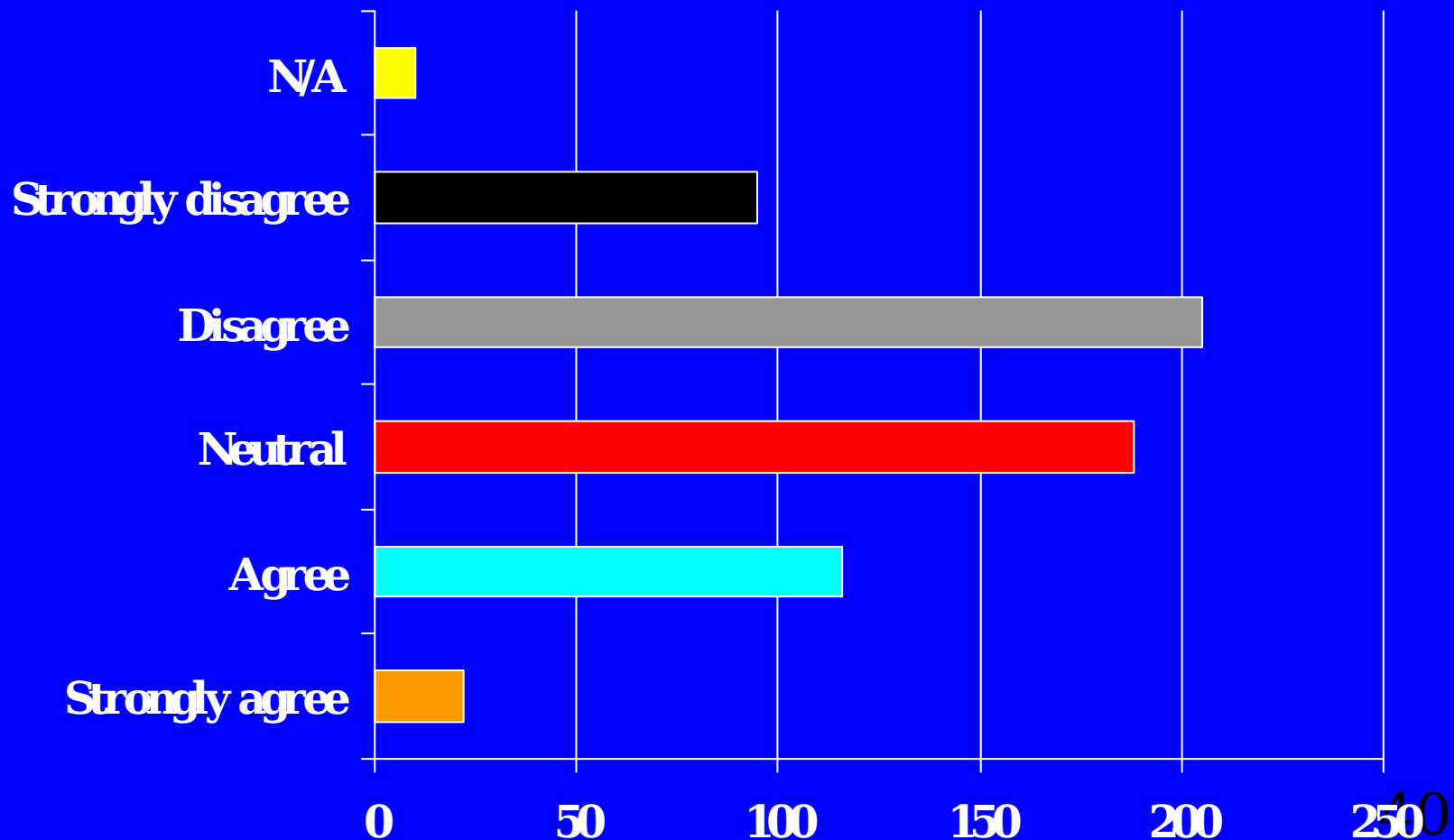
34. When I need training or development, the chain of command supports it.



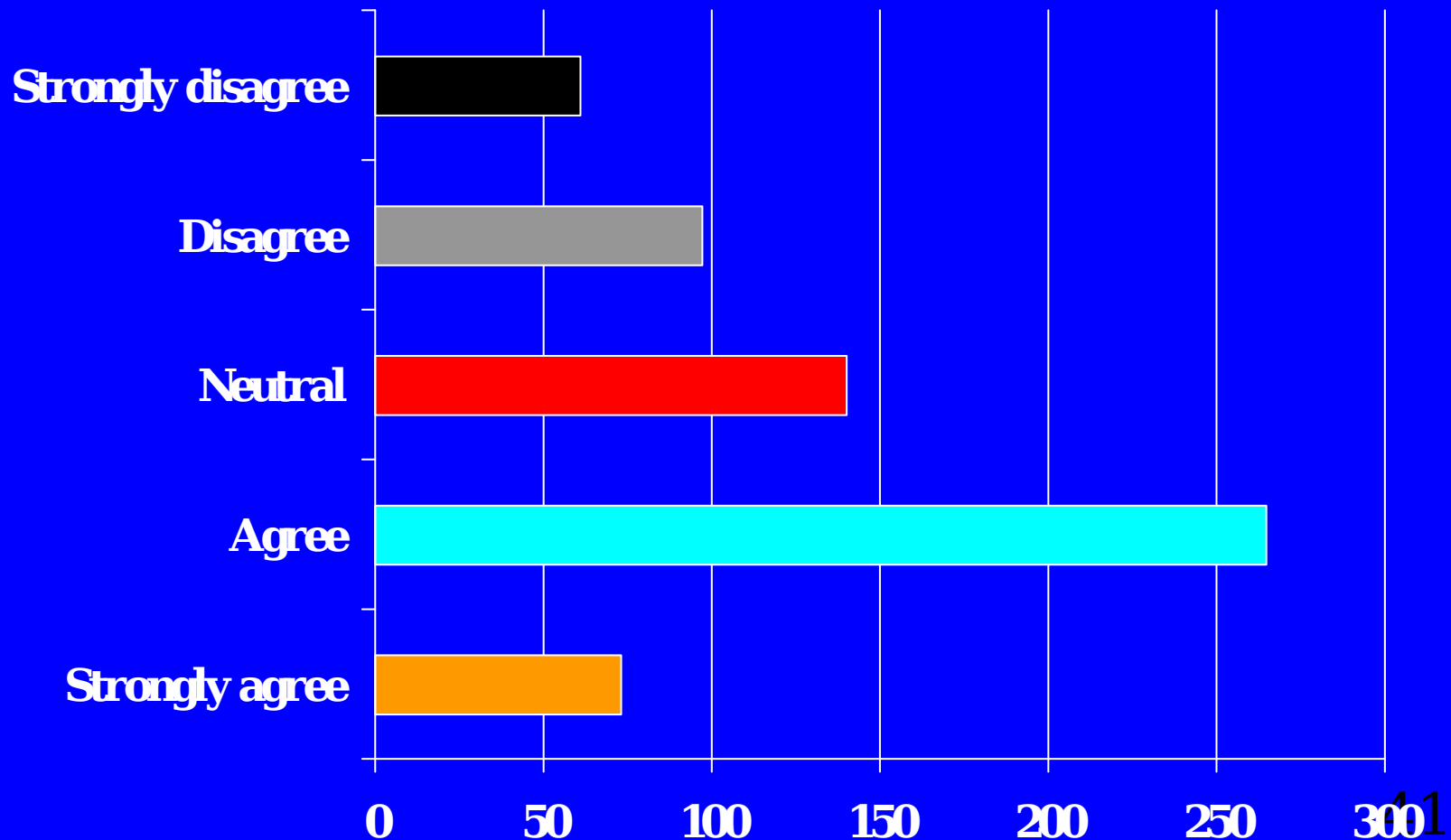
35. My organization funds my training when I need it.



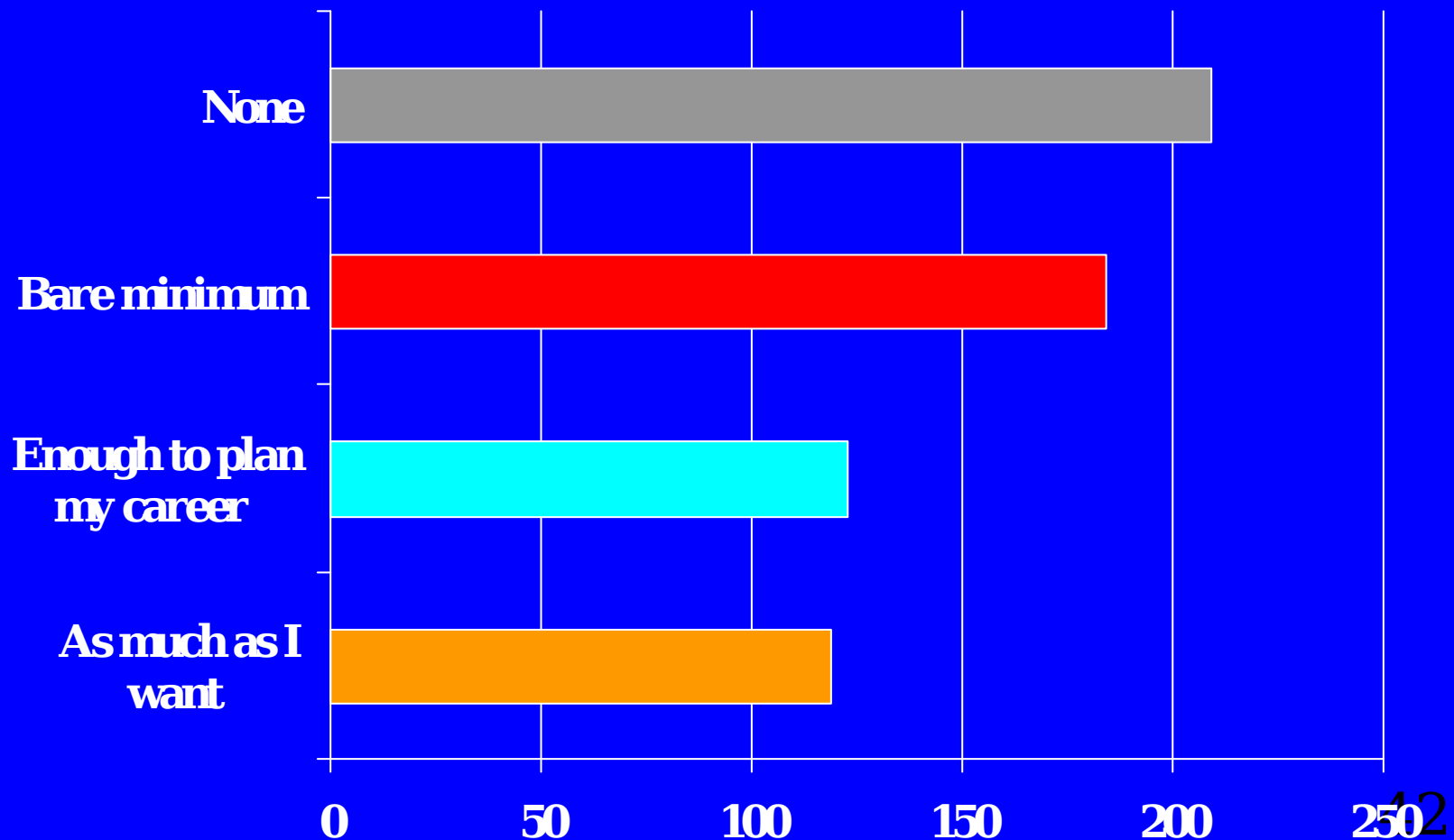
36. My organization initiates my going to training more than I do.



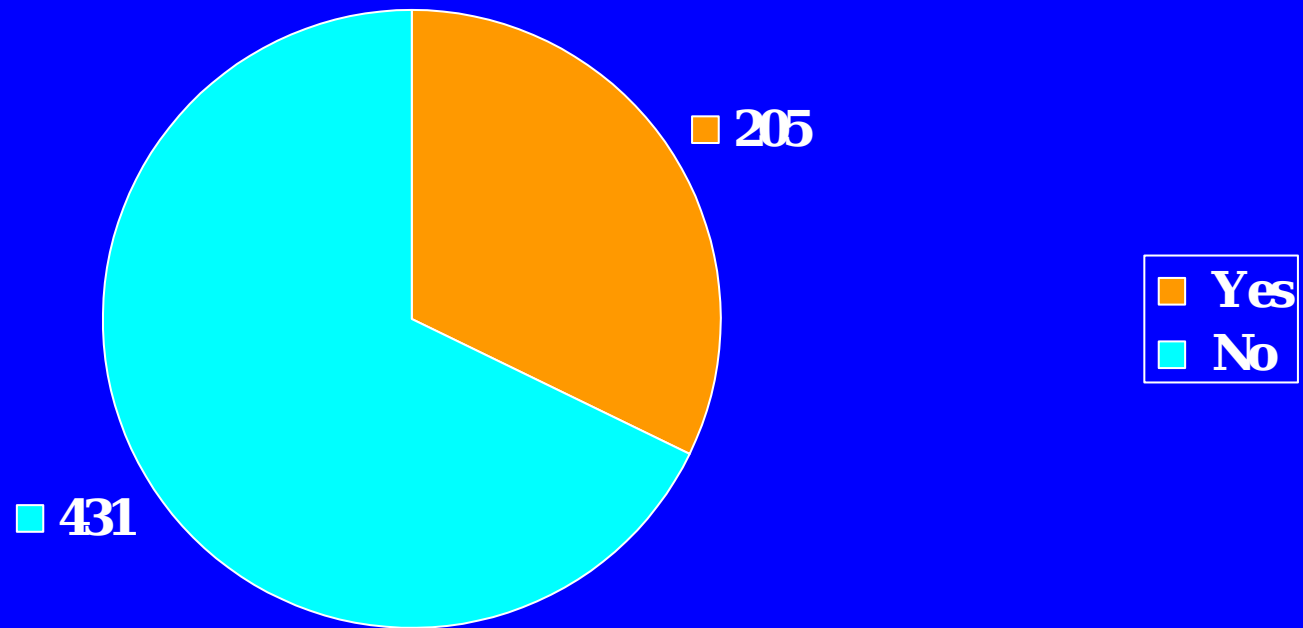
37. My supervisor and I work together to determine my training.



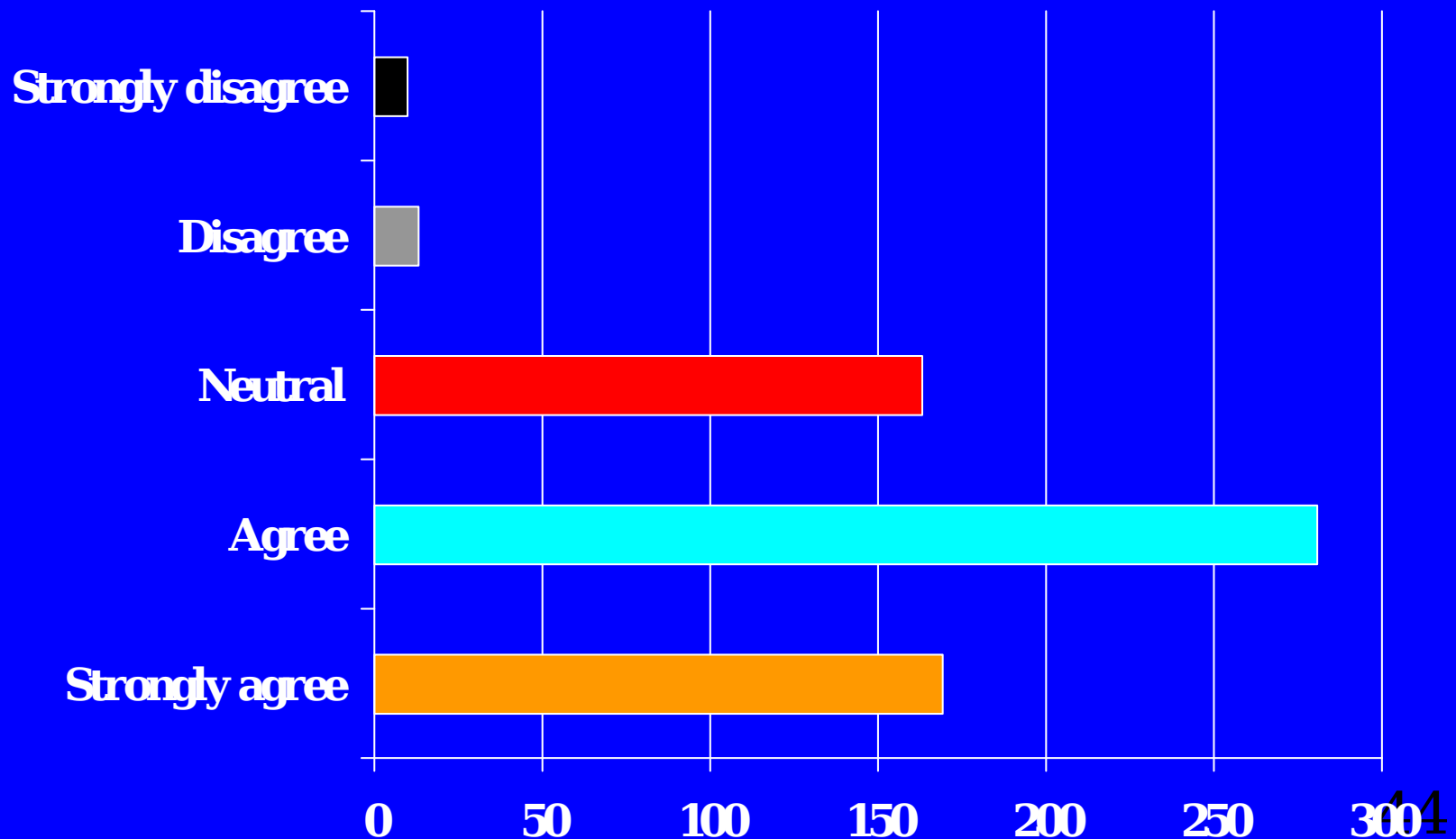
38. Identify the level of career counseling that you currently receive.



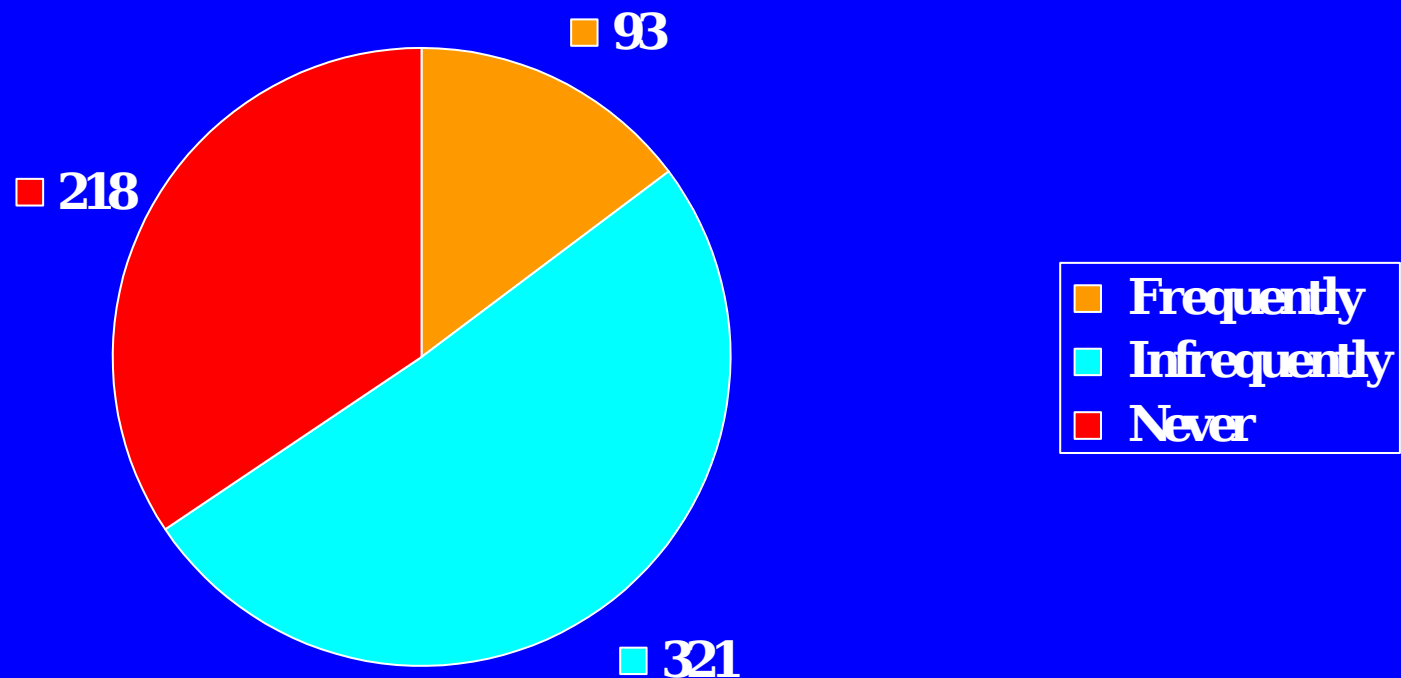
39. Do you have someone you consider a mentor?



40. A mentor enhances career development.



41. Other than IDP or TAPES discussions, I seek career development information and guidance from my leaders:



Comment 1

- “After 20 years, I still wake up in the morning anxious to get to work.”

Some Conclusions

Closing Comment